



BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA

Hosted by the Georgia Institute of Technology
Georgia Tech Hotel & Conference Center

BOARD OF REGENTS MEETING AGENDA

Tuesday, April 17, 2018

| <u>Approx. Times</u> | <u>Tab</u> | <u>Agenda Item</u> | <u>Presenter</u> |
|----------------------|------------|---|--|
| 12:30 PM | | | |
| Conference Room B | 1 | Executive & Compensation Committee Meeting | Chairman James R. Hull |
| 1:15 PM | | | |
| Grand Ballroom | 2 | Call to Order | Chairman James R. Hull |
| | 3 | Invocation/Pledge of Allegiance | Mr. Sujay Peramanu, SGA Pres., Georgia Institute of Technology |
| | 4 | Safety Briefing | Mr. William Smith, Dir., Georgia Institute of Technology Office of Emergency Preparedness |
| | 5 | Approval of February 13 th Minutes | Secretary Edward Tate |
| 1:20 PM | | | |
| | 6 | Critical Course Dashboard | EVC Tristan Denley |
| | 7 | Finance & Business Operations Update | Regent Kessel D. Stelling, Jr. VC Tracey Cook |
| | 8 | President's Presentation and Campus Spotlight | President G.P. "Bud" Peterson, Georgia Institute of Technology Dr. Steve McLaughlin, Dean of Engineering Mr. Seth Radman, Student, Founder, Crescendo |
| 2:35 PM | | <u>Track I Committee Meetings</u> | |
| Conference Room B | 9 | Academic Affairs | Regent Sarah-Elizabeth Reed |
| Conference Room B | 10 | Organization & Law | Regent Laura Marsh |
| 2:35 PM | | <u>Track II Committee Meetings</u> | |
| Grand Ballroom | 11 | Personnel & Benefits | Regent Neil L. Pruitt, Jr. |
| Grand Ballroom | 12 | Finance & Business Operations | Regent Kessel D. Stelling, Jr. |
| Grand Ballroom | 13 | Real Estate & Facilities | Regent Richard L. Tucker |
| Grand Ballroom | 14 | Internal Audit, Risk, and Compliance | Regent Sachin Shailendra |

BOARD OF REGENTS MEETING AGENDA
Wednesday, April 18, 2018

| <u>Approx. Times</u> | <u>Tab</u> | <u>Agenda Item</u> | <u>Presenter</u> |
|-----------------------------------|-------------------|--|---|
| 10:00 AM Grand Ballroom | 15 | Call to Order | Chairman James R. Hull |
| | 16 | Invocation/Pledge of Allegiance | Mr. Evan Gillon, SGA President-elect Georgia Institute of Technology |
| | 17 | Safety Briefing | Mr. William Smith, Dir., Georgia Institute of Technology Office of Emergency Preparedness |
| | 18 | Affordable Learning Georgia Update | AVC Lucy Harrison |
| | 19 | Comprehensive Administrative Review | President Kyle Marrero, University of West Georgia VC John Fuchko |
| | 20 | Chancellor's Report | Chancellor Steve Wrigley |
| | 21 | Committee Reports: A. Executive & Compensation B. Academic Affairs C. Finance & Business Operations D. Internal Audit, Risk, and Compliance E. Organization & Law F. Personnel & Benefits G. Real Estate & Facilities | Chairman James R. Hull Regent E. Scott Smith Regent Kessel D. Stelling, Jr. Regent Sachin Shailendra Regent Laura Marsh Regent Neil L. Pruitt, Jr. Regent Richard L. Tucker |
| | 22 | Unfinished Business | Chairman James R. Hull |
| | 23 | New Business | Chairman James R. Hull Regent Philip A. Wilheit Chairman James R. Hull |
| | 24 | Petitions and Communications | Secretary Edward Tate |
| Conference Room B | 25 | Executive Session | Chairman James R. Hull |
| | 26 | Adjourn | Chairman James R. Hull |

AGENDA
EXECUTIVE AND COMPENSATION COMMITTEE

April 17, 2018

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INFORMATION ITEM

- | | |
|----------------------|---|
| 1. Executive Session | 1 |
|----------------------|---|

1. Executive Session:

The Committee will discuss litigation and personnel matters in Executive Session.

**MINUTES OF THE MEETING OF THE
BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
Atlanta, Georgia
February 13, 2018**

CALL TO ORDER

The Board of Regents of the University System of Georgia met on Tuesday, February 13, 2018, in the Board Room, Room 8003, 270 Washington Street SW, Atlanta, Georgia. The Chairman of the Board, Regent James M. Hull, called the meeting to order at 9:36 a.m. Present, in addition to Chairman Hull, were Vice Chairman Don L. Waters; and Regents C. Dean Alford; W. Allen Gudenrath; Erin Hames; Bárbara Rivera Holmes; C. Thomas Hopkins, Jr.; Donald M. Leebern, Jr.; Laura Marsh; Neil L. Pruitt, Jr.; Sarah-Elizabeth Reed; Sachin Shailendra; E. Scott Smith; Kessell D. Stelling, Jr.; Ben J. Tarbutton, III; and Philip A. Wilheit, Sr. Regents W. Paul Bowers and T. Rogers Wade were excused.

INVOCATION AND PLEDGE

Middle Georgia State University Student Government Association President Lizzie Mathias gave the invocation and led the Pledge of Allegiance.

SAFETY BRIEFING

Chief of Police Bruce Holmes gave the safety briefing.

APPROVAL OF MINUTES

With motion made and variously seconded, the Regents who were present voted unanimously to approve the minutes of the Board's meetings of January 11, 2018, and February 5, 2018.

CAMPUS SPOTLIGHT: ABRAHAM BALDWIN AGRICULTURAL COLLEGE

Chairman Hull introduced Abraham Baldwin Agricultural College President Dr. David Bridges, who, along with ABAC faculty and students, gave a presentation showcasing the College's commitment to integrated and engaged learning.

ALA SCHOLAR RECOGNITION

Interim Vice Chancellor for Human Resources Karin Elliott recognized the 2018 University System's Accelerated Leadership Academy scholars. The Accelerated Leadership Academy is an 11-month professional development program for USG employees that is designed to accelerate the development of current leaders while driving innovation and promoting cross-institutional teamwork.

HOUSING PRESENTATION

Executive Vice Chancellor Shelley Nickel and P3 Portfolio Manager Jonathan Lucia gave a presentation on the P3 finance mechanism for housing used in the University System to ensure a consistent level of quality and services in student housing. Since its rollout, P3 has implemented standardized metrics across nine USG institutions and led to improvements in laundry and internet services, work order completion rates, capital improvements, a "one team" philosophy, and affordability.

ACADEMIC RECOGNITION HONOREES

Community Relations Manager Dr. Christina Hobbs honored students from across the University System for their outstanding scholastic achievement.

ETHICS TRAINING

Vice Chancellor for Organizational Effectiveness John Fuchko led the Board's annual ethics training session.

CHANCELLOR'S REPORT

The Chancellor began his report to the Board by announcing the creation of the nexus degree, a new initiative of

the College 2025 campaign. This new degree connects traditional learning and coursework with experiential learning like internships and will focus on high demand areas like cybersecurity and financial technology. Nexus degrees will consist of 18 hours of coursework, including at least six hours of experiential learning, and will be designed with industry experts to ensure that USG graduates are prepared to enter the workforce.

Chancellor Wrigley then shared several highlights and achievements from across the University System. He announced that the Strong Start to Finish organization has awarded the System a \$2.1 million grant to help increase the number of students who complete college degrees. He also mentioned the upcoming Momentum Year Summit, which will be held later this week and will bring together experts and leaders from all 26 USG institutions. Chancellor Wrigley announced that Georgia ranks as one of the top states for industry funding of academic research, according to new rankings released by the Information Technology and Innovation Foundation. The Chancellor then congratulated Kennesaw State University, Georgia Southern University, and the University of North Georgia on their inclusion in the *Military Times* '“best for vets” list. Lastly, he congratulated Regent Don L. Waters on receiving the Distinguished Service Scroll Award from the University of Georgia's Law School Association.

Chancellor Wrigley concluded his remarks with a historical note regarding Abraham Baldwin and the instrumental role he played in founding the University of Georgia. Mr. Baldwin, who was originally from Connecticut, moved to Georgia after the Revolutionary War to practice law and eventually began a political career in Georgia. He crafted a statewide education plan that led to the creation of the University of Georgia and was selected as the first president of the institution on this day in 1786.

COMMITTEE REPORTS

Reports of the standing committees are attached hereto.

UNFINISHED BUSINESS

There was none.

NEW BUSINESS

Regent Philip A. Wilheit, Sr., informed the Board that the Regents' Salute to Education, commonly called the Regents' Gala, benefiting the University System of Georgia Foundation, will be held on Friday, March 2, 2018, at the St. Regis Hotel in Atlanta, Georgia.

Regent Don Leebern presented a resolution honoring the University of Georgia football team for winning the Southeastern Conference Championship and competing for the National Championship in 2017. With motion made and variously seconded, the Regents present voted unanimously to adopt the resolution.

With motion made and variously seconded, the Regents present voted unanimously to delegate approval authority to Chancellor Steve Wrigley until its April 17-18, 2018, meeting while the Board is in recess.

PETITIONS AND COMMUNICATIONS

There were no petitions or communications. Interim Secretary to the Board Kimberly Ballard-Washington announced that the next Board of Regents meeting will be held on April 17-18, 2018, at the Georgia Institute of Technology in Atlanta.

EXECUTIVE SESSION

Following the announcement on Petitions and Communications, Chairman Hull called for an executive session at approximately 1:44 p.m. to discuss personnel matters involving several institutions, including presidential search updates and evaluations. With motion properly made and seconded, the Regents present voted unanimously to go into executive session. University System of Georgia staff members who were also present for portions of the executive session included Chancellor Wrigley and members of his staff. An affidavit regarding this executive session is on file with the Office of the Secretary to the Board.

RECONVENE

Following executive session, Chairman Hull reconvened the Board meeting in its regular session at approximately 2:56 p.m. and announced that the Board took no actions during the executive session.

With motion made and properly seconded, the Regents present approved appointing Dr. Kirk Nooks as Gordon State University president, effective June 1, 2018.

ADJOURNMENT

There being no further business to come before the Board, the meeting adjourned at 3:00 p.m.

James M. Hull
Chairman, Board of Regents
University System of Georgia

Edward M. Tate
Secretary, Board of Regents
University System of Georgia

MINUTES OF THE GRADUATE MEDICAL EDUCATION COMMITTEE

The Graduate Medical Education Committee of the Board of Regents of the University System of Georgia met at approximately 9:04 a.m. in Room 8135 of the Board's Offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairman Philip A. Wilheit, Sr., called the meeting to order. Present, in addition to Chairman Wilheit, were Committee Vice Chairman Don L. Waters and Regents W. Allen Gudenrath; C. Thomas Hopkins, Jr.; James M. Hull; and Sarah-Elizabeth Reed. Also present was Augusta University President Brooks Keel. The Board approved all items unanimously.

INFORMATION ITEM

Medical Partnership Campus Dean Shelley Nuss gave a presentation on the Augusta University/University of Georgia Medical Partnership's progress. The Medical Partnership has added 8 new teaching hospitals since 2013,

ACTION ITEM

With motion made and properly seconded, the Board approved funding for the Hamilton and WellStar Health Systems.

ADJOURNMENT

There being no further business to come before the committee, the meeting adjourned at 9:24 a.m.

MINUTES OF THE COMMITTEE ON ACADEMIC AFFAIRS

The Committee on Academic Affairs of the Board of Regents of the University System of Georgia met at approximately 10:47 a.m. in Room 2014 of the Board's Offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairwoman Sarah-Elizabeth Reed called the meeting to order. Present, in addition to Chairwoman Reed, were Committee Vice Chairman E. Scott Smith and Regents C. Dean Alford, W. Allen Gudenrath, Erin Hames, and Laura Marsh. Board Chairman James M. Hull and Chancellor Steven Wrigley also were present. Regents W. Paul Bowers and T. Rogers Wade were excused as absent. Unless otherwise noted, the Regents present approved all items unanimously.

ACTION ITEMS

1. Following a motion by Regent Scott, which was seconded by Regent Marsh, the Board approved the establishment of a Bachelor of Science in Long-Term Healthcare Management at South Georgia State College.
2. Following a motion by Regent Marsh, which was seconded by Regent Alford, the Board approved the establishment of a Bachelor of Science in Agriculture with a major in Hospitality and Food Industry Management at the University of Georgia.
3. Following a motion by Regent Hull, which was seconded by Regent Alford, the Board approved the establishment of a Bachelor of Fine Arts with a major in Visual Arts at the University of North Georgia.
4. Following a motion by Regent Marsh, which was seconded by Regent Alford, the Board approved the revision to the *Board of Regents Policy Manual*, Section 3.1, General Policy.
5. Following a motion by Regent Alford, which was seconded by Regent Hull, the Board approved the revision to the *Board of Regents Policy Manual*, Section 3.2, Faculties, in Subsection 3.2.5, Termination of Faculty Employment.
6. Following a motion by Regent Marsh, which was seconded by Regent Alford, the Board approved the revision to the *Board of Regents Policy Manual*, Section 3.3.4, United States and Georgia History and Constitution.
7. Following a motion by Regent Marsh, which was seconded by Regent Alford, the Board approved the revision to the *Board of Regents Policy Manual*, Section 3.6.1, Creation of Academic Programs.
8. Following a motion by Regent Alford, which was seconded by Regent Smith, the Board approved the revision to the *Board of Regents Policy Manual*, Section 4.2, Undergraduate Admissions, in Subsections 4.2.1, Admission Requirements for Programs Leading to the Baccalaureate Degree and Subsection, and 4.2.3, Additional Admissions Policies.

CONSENT ITEM

The Board adopted new faculty positions and appointments at Georgia State University, Kennesaw State University, the University of Georgia, and Augusta University.

DISCUSSION

Nexus degree – Executive Vice Chancellor Tristan Denley explained the purpose of the creation of the new nexus degree. The development of the credential was inspired by the work of College 2025 and it is intended to align with the Governor's high demand career initiative. Nexus degrees will provide opportunities to engage with industry in new ways and prepare students for future careers. Micro-credentials have been offered before,

but this is the first time this type of degree will be offered in the state. All new Nexus credentials will be approved by the Board.

ADJOURNMENT

There being no further business for committee consideration, the meeting adjourned at approximately 11:05 a.m.

MINUTES OF THE COMMITTEE ON ECONOMIC DEVELOPMENT

The Committee on Economic Development of the Board of Regents of the University System of Georgia met at approximately 11:07 a.m. in Room 2104 of the Board's Offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Vice Chairman C. Dean Alford called the meeting to order in the absence of Committee Chairman T. Rogers Wade. Present, in addition to Vice Chairman Alford, were Regents W. Allen Gudenrath, Erin Hames, Laura Marsh, Sarah-Elizabeth Reed, and E. Scott Smith. Regent W. Paul Bowers was excused as absent. Board Chairman James M. Hull and Chancellor Steve Wrigley also were present.

INFORMATION ITEM

University System Office staff provided an overview of the University System of Georgia's economic development efforts and 2018 strategic plan.

ADJOURNMENT

There being no further business to come before the committee, the meeting adjourned at approximately 11:20 a.m.

MINUTES OF THE COMMITTEE ON ORGANIZATION AND LAW

The Committee on Organization and Law of the Board of Regents of the University System of Georgia met at approximately 11:20 a.m. in Room 2104 of the Board's Offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairwoman Laura Marsh called the meeting to order. Present, in addition to Chairwoman Marsh, were Committee Vice Chairwoman Sarah-Elizabeth Reed, and Regents C. Dean Alford, W. Allen Gudenrath, Erin Hames, and E. Scott Smith. Also present were Board Chairman James M. Hull and Chancellor Steve Wrigley. Regents W. Paul Bowers and T. Rogers Wade were excused as absent. The Board approved all items unanimously.

APPROVAL ITEM

The Board approved revisions to the *Board of Regents Policy Manual*, Section 4.1.3, Student Voting Privileges; Section 4.8, Immunizations; and Section 6, Campus Affairs.

EXECUTIVE SESSION

Following the vote on the approval items, Chairwoman Marsh called for an executive session at approximately 11:22 a.m. to discuss pending applications for review. With motion properly made and seconded, the Regents who were present voted unanimously to go into executive session. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

After the committee exited executive session, Chairwoman Marsh reconvened the committee in its regular session at 11:40 a.m. and announced that no actions were taken.

ADJOURNMENT

There being no further business to come before the committee, the meeting adjourned at 11:40 a.m.

**MINUTES OF THE
COMMITTEE ON PERSONNEL AND BENEFITS**

The Committee on Personnel and Benefits of the Board of Regents of the University System of Georgia met at approximately 10:46 a.m. in Room 8003 of the Board's Offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairman Neil L. Pruitt, Jr., called the meeting to order. Present, in addition to Chairman Pruitt, were Committee Vice Chairman C. Thomas Hopkins, Jr., and Regents Bárbara Rivera Holmes; Donald M. Leeburn, Jr.; Sachin D. Shailendra; Kessel D. Stelling, Jr.; Benjamin J. Tarbutton, III; Richard L. Tucker; and Philip A. Wilheit, Sr.

APPROVAL ITEM

The Board approved the revisions to the *Board of Regents Policy Manual*, Section 8, Personnel.

ADJOURNMENT

There being no further business for committee consideration, the meeting adjourned at approximately 10:51 a.m.

MINUTES OF THE COMMITTEE ON FINANCE & BUSINESS OPERATIONS

The Committee on Finance & Business Operations of the Board of Regents of the University System of Georgia met at approximately 10:54 a.m. in Room 8003 of the Board's offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairman Kessel D. Stelling, Jr., called the meeting to order. Present, in addition to Chairman Stelling, were Committee Vice Chairman Donald M. Leebern, Jr., and Regents Bárbara Rivera Holmes; C. Thomas Hopkins, Jr.; Neil L. Pruitt, Jr.; Sachin Shailendra; Ben J. Tarbutton, III; Richard L. Tucker; and Philip A. Wilheit, Sr. Board Chairman James M. Hull and Chancellor Steve Wrigley also were present.

APPROVAL ITEM

The Board approved revisions to the *Board of Regents Policy Manual*, Section 7, Finance and Business.

INFORMATION ITEM

The committee heard an information item on the report on Fiscal Year 2018 Second Quarter Revenues and Expenditures.

ADJOURNMENT

There being no further business to come before the committee, the meeting adjourned at approximately 11:08 a.m.

MINUTES OF THE COMMITTEE ON REAL ESTATE & FACILITIES

The Committee on Real Estate & Facilities of the Board of Regents of the University System of Georgia met at approximately 11:08 a.m. in Room 8003 of the Board's offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairman Richard L. Tucker called the meeting to order. Present, in addition to Chairman Tucker, were Committee Vice Chairman Ben J. Tarbutton, III, and Regents Bárbara Rivera Holmes; C. Thomas Hopkins, Jr.; Donald M. Leebern, Jr.; Neil L. Pruitt, Jr.; Sachin Shailendra; Kessel D. Stelling, Jr.; and Philip A. Wilheit, Sr. Board Vice Chairman Don L. Waters also was present.

INFORMATION ITEMS

1. Vice Chancellor for Real Estate & Facilities Jim James presented an information item on proposed revisions to subsections 9.2, 9.4, 9.5 and 9.6 under Section 9.0, Facilities, of the *Board of Regents Policy Manual*.
2. Vice Chancellor James presented an information item on a proposed project to construct a structured parking deck at UGA in conjunction with the Interdisciplinary STEM Research Building (Project No. J-314).

The following action items were unanimously approved:

3. Authorization of Project No. BR-30-1802, Renovation of Building 032 for ACC Network Production, Georgia Institute of Technology;
4. Authorization of Project No. BR-68-1801, Gainesville Loop Road, University of North Georgia;
5. Appointment of Construction Management Firm, Project No. BR-30-1707, Renovation of Instructional Space (Howey Physics Building), Georgia Institute of Technology;
6. Approval of Ground Lease and Rental Agreement, Project No. PPV-30-1701, Dalney Street Parking Deck and Office Building, Georgia Institute of Technology;
7. Naming of the William Porter Payne and Porter Otis Payne Indoor Athletic Facility, University of Georgia

ADJOURNMENT

There being no further business to come before the committee, the meeting was adjourned at approximately 11:17 a.m.

**MINUTES OF THE
JOINT COMMITTEES ON FINANCE & BUSINESS OPERATIONS AND
REAL ESTATE & FACILITIES**

The Joint Committees on Finance & Business Operations and Real Estate and Facilities of the Board of Regents of the University System of Georgia met at approximately 11:50 a.m. in Room 8003 of the Board's offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairman Kessel D. Stelling, Jr., called the meeting to order. Present, in addition to Chairman Stelling, were Regents Bárbara Rivera Holmes; C. Thomas Hopkins, Jr.; Donald M. Leebern, Jr.; Neil L. Pruitt, Jr.; Sachin Shailendra; Ben J. Tarbutton, III; Richard L. Tucker; and Philip A. Wilheit, Sr. Board Chairman James M. Hull and Chancellor Steve Wrigley also were present.

EXECUTIVE SESSION

Chairman Stelling called for an executive session at approximately 11:50 a.m. to discuss real estate matters. With motion properly made and seconded, the Regents who were present voted unanimously to go into executive session. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

After the committee exited executive session, Chairman Stelling reconvened the committee in its regular session at approximately 12:00 p.m. and announced that no actions were taken.

ADJOURNMENT

There being no further business to come before the committee, the meeting adjourned at approximately 12:00 p.m.

MINUTES OF THE COMMITTEE ON INTERNAL AUDIT, RISK AND COMPLIANCE

The Committee on Internal Audit, Risk and Compliance of the Board of Regents of the University System of Georgia met at approximately 11:18 a.m. in Room 8003 of the Board's offices, 270 Washington St., SW, in Atlanta, Georgia. Committee Chairman Sachin Shailendra called the meeting to order. Present, in addition to Chairman Shailendra, were Committee Vice Chairman Philip A. Wilheit, Sr., and Regents Bárbara Rivera Holmes; C. Thomas Hopkins, Jr.; Donald M. Leebern, Jr.; Neil L. Pruitt, Jr.; Kessel D. Stelling, Jr.; Benjamin J. Tarbutton, III; and Richard L. Tucker.

INFORMATION ITEM

Vice Chancellor for Internal Audit & Chief Audit Officer Terry Thompson provided a brief overview of the trends identified by Internal Audit for July 2017 to December 2017.

EXECUTIVE SESSION

Chairman Shailendra called for an executive session to discuss personnel matters. With motion properly made and seconded, the Regents who were present voted unanimously to go into executive session. An affidavit regarding this executive session is on file in the Office of the Secretary to the Board.

After the committee exited executive session, Chairman Shailendra reconvened the committee in its regular session.

ADJOURNMENT

There being no further business to come before the committee, the meeting was adjourned at approximately 11:21 a.m.

AGENDA
FINANCE AND BUSINESS OPERATIONS

April 17, 2018

Agenda Item

APPROVAL ITEMS

1. Fiscal Year 2018 Amended Budget
2. Fiscal Year 2019 Tuition
3. Fiscal Year 2019 Mandatory Fees
4. Fiscal Year 2019 Elective Fees and Special Charges
5. Fiscal Year 2019 Budget Allocations

AGENDA
COMMITTEE ON ACADEMIC AFFAIRS
April 17, 2018

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| ACTION ITEMS: | |
| I. <u>Academic Programs:</u> | |
| <u>New Program Requests:</u> | |
| 1. Establishment of a Master of Science in Applied Languages and Intercultural Studies (MSALIS), Georgia Institute of Technology | 4 |
| 2. Establishment of a Doctor of Public Health Georgia State University | 6 |
| 3. Establishment of a Master of Accountancy, University of North Georgia | 9 |
| 4. Establishment of a Bachelor in Interdisciplinary Studies, University of West Georgia | 11 |
| II. <u>Policies:</u> | |
| 5. Policy Manual, Section 3.3, Curriculum | |
| a. Revision to Subsection 3.3.2, Learning Support Programs | 13 |
| b. Revision to Subsection 3.3.3, Instruction Offered Externally | 15 |
| 6. Policy Manual Section, 3.5, Grading System | |
| a. Revision to Subsection 3.5.1, Grading Point Average | 18 |
| b. Revision to Subsection 3.5.2, Symbols Not Included in Determining Grade Point Average | 19 |
| c. Revision to Subsection 3.5.3, Grade Point Average Upon Academic Renewal | 23 |

CONSENT AGENDA:**III. Named/Endowed Faculty Positions:****7. Establishment of Named Faculty Positions:****a. University of Georgia:**

- Establishment of the Larry R. Beuchat Professorship for Annual and Perennial Ornamental Plant Research 24
- Establishment of the Carl and Sally Gable Distinguished Chair in Southern Colonial American History 25
- Establishment of the Terry Dean's Advisory Council Distinguished Professorship Fund I 26
- Establishment of the Terry Dean's Advisory Council Distinguished Professorship Fund II 27
- Establishment of the John Porter Stevens Distinguished Professorship in Water Resources 28
- Establishment of the Stembler Family Distinguished Professorship in Business Law 29
- Establishment of the Gail M. Williamson Distinguished Professorship in Health Psychology 30

8. Establishment Revisions:**a. Dalton State College:**

- Revision to the establishment of the B.J. and Dicksie Bandy Chair in History 31

b. University of Georgia:

- Revision to the establishment of the Terry College of Business Alumni Board Professorship to the Terry College of Business Alumni Distinguished Professorship 32

9. Named Faculty Appointments:

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Augusta University

- Appointment of Dr. David Fulton, Regents' Professorship
- Appointment of Dr. Ruth Harris , Regents' Professorship

Kennesaw State University

- Appointment of Dr. Roger C. Tutterow to the Henssler Financial Endowed Chair

University of Georgia

- Appointment of Ms. Mehrsa A. Baradaran, J.D. to the Robert Cotton Alston Chair in Corporate Law
- Appointment of Mr. Christopher Bruner, J.D. to the Stembler Family Distinguished Professor in Business Law
- Appointment of Dr. Michael Chamberlain Terrell to the Professorship in Wildlife Management
- Appointment of Dr. Brenda Cude to the Georgia Athletic Association Professorship in Family and Consumer Sciences II
- Appointment of Dr. Rachel Fusco to the Georgia Athletic Association Professor in Health and Well-Being
- Appointment of Dr. John T. Hale to the Arch Professor in World Languages and Cultures
- Appointment of Dr. Sonia Hirt to the Robert T. and Mary B. Hughes/UGA Foundation Professorship in Landscape Architecture and Planning
- Appointment of Mr. Hillel Y. Levin to the Alex W. Smith Professor in Law
- Appointment of Dr. Deborah Mohnen to the University of Georgia Athletic Association Professor in Complex Carbohydrate Research
- Appointment of Dr. Cas Mudde to the Stanley Wade Shelton UGAF Professor
- Appointment of Ms. Rebecca Rutstein, to the Delta Airlines Visiting Chair for Global Understanding
- Appointment of Dr. Sheri Worthy to the Samuel A. and Sharon Y. Nickols Professorship

1. **Establishment of a Master of Science in Applied Languages and Intercultural Studies (MSALIS), Georgia Institute of Technology**

Recommended: That the Board approve the request of President G.P. “Bud” Peterson that Georgia Institute of Technology (“GIT”) be authorized to establish a Master of Science in Applied Languages and Intercultural Studies, effective April 18, 2018.

Program Summary: The **MS in Applied Language and Intercultural Studies (ALIS)** departs from traditional models of graduate foreign language study in its focus on the development of professional-level language skills and critical intercultural knowledge for application to students’ diverse career orientations, non-profit, government and business sectors. The MSALIS degree specifically provides the skills and competencies of the workforce of the future such as the ability to network efficiently, to communicate effectively, and think critically and creatively, to display intercultural competence and linguistic expertise. Graduates of the MSALIS will provide Atlanta, its metropolitan region, and the State of Georgia with a workforce prepared to meet current and future global communicative, cultural, and linguistic expectations and challenges. With its applied-language and content-based approach to culture and its strong overseas immersion programs, the School of Modern Languages is at the forefront of a strong trend toward closing the science-humanities gap.

Need and Demand: While Masters-level work in most institutions is geared to the undergraduate language major headed toward a teaching career, the proposed MSALIS responds to the reality that 63% of Georgia Tech’s language majors pursue dual degrees, most commonly with Business Administration, Computer Science and Engineering and, moreover, that our substantial enrollment of non-language majors in advanced-level language classes evidences the value GT students of all disciplines place on language and intercultural proficiencies in today’s marketplace (in the case of Spanish, for instance, over 130 students completed a minor in 2016-17). Of the GT student population enrolled in Spring 2017 advanced foreign language courses, our survey indicated that 80% planned to use the language in their careers; 65% expected to be working abroad someday; and 44% indicated an interest in an MS degree in their language of study. While our survey data indicates that the MSALIS degree will be attractive to current GT students, the program has the potential to reach new audiences. Those include in-service teachers or employees in the fields of international business or in government agencies and international service organizations; that is, professionals who would like to combine skills in one discipline with in-depth language and culture skills that complement and enhance their existing expertise. In addition, the MSALIS affords the opportunity to, in effect, double major at the graduate level.

List of Similar Existing USG Programs and Productivity:

Georgia Tech would be singular in the state in its graduate degree offering a Master of Science in Applied Languages and Intercultural Studies given its non-traditional applied and intercultural focus. Existing Master’s level programs in the State are confined to French, German and Spanish

and directed toward teaching careers with a traditional literature, linguistics and/or pedagogy focus.

Fiscal and Facilities Impact:

None

Accountability:

The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. The review is in concert with the institution's schedule of comprehensive program reviews.

2. **Establishment of a Doctor of Public Health, Georgia State University**

Recommended: That the Board approve the request of President Mark Becker that Georgia State University (“GSU”) be authorized to establish a Doctor of Public Health, effective April 18, 2018.

Program Summary: The mission of the GSU School of Public Health is “advancing health through leadership, scholarship, research and service to better the human condition and promote the common good, especially for urban communities and for global populations.”ⁱ The proposed DrPH degree will further the mission of the school by offering an interdisciplinary and multidisciplinary course sequence that provides a practice-based graduate degree to prepare students for leadership positions in public health agencies, nonprofits and organizations. The proposed DrPH will be delivered as an executive-style program that allows students the option to continue their current employment while completing the program. Courses will be predominantly face-to-face classes held on evenings or weekends, with some online distance-learning opportunities. The DrPH will require 54 credit hours (CEPH requires a minimum of 36 credit hours for accreditation), including an applied practice experience (practicum) and integrative learning experience (dissertation) for conferment of a degree. DrPH foundational competencies will be assessed through coursework (including individual and group projects, presentations and written products), the practicum and the final dissertation. It is anticipated students completing the program while working will complete the degree in three years (through a cohort-based program model), with a maximum of seven years allowable. The DrPH program objectives are based on CEPH requirements that were released in Fall 2016, as well as leading public health frameworks, such as the Framing the Future approach provided by Association of Schools and Programs of Public Health (ASPPH). Based on these national requirements and recommendations, DrPH students will demonstrate competency in the following skills and content areas:

Upon conferment of a degree, DrPH graduates will be prepared to meet the following key considerations outlined by ASSPH and Framing the Future:ⁱⁱ

1. DrPH graduates will be prepared for evidence-based practice, generation of practice-based evidence, and leadership positions that apply and synthesize translational and implementation science findings in governmental, non-profit, and private-sector settings as well as teaching, research, and service in academic roles at the undergraduate or graduate level.
2. DrPH Graduates will demonstrate the ability to generate products that discover, apply, and synthesize evidence from a broad range of disciplines and health-related data sources, in order to advance programs, policies, or systems addressing population health.
3. DrPH Graduates will be prepared to lead in increasingly interdisciplinary, interprofessional, and cross-sectoral roles and settings.

In line with CEPH, ASSPH and Framing the Future, our DrPH program will include core, interdisciplinary courses oriented towards evidence-based public health practice, leadership, policy development, policy analysis, evaluation, and translational and implementation research that generate practice-based evidence.

Need and Demand: There is a national need for a DrPH due to public health workforce demands, and there is a specific need in the Metro-Atlanta area for a DrPH that meets the needs of working professionals. As mentioned in the rationale section, it is projected that an additional 250,000 public health workers will be required in the US by the year 2020. Over half of 57 US states and territories surveyed by the Association of State and Territorial Health Officials regarding the workforce shortage named the lack of trained personnel as their greatest impediment to filling their existing vacancies.ⁱⁱⁱ

Data compiled by PublicHealthDegrees.org using Bureau of Labor Statistics and US Census Bureau data shows (Figure 2.0) public health occupations that will experience growth, with more than half of the occupations expected to have greater than 20% expansion, by the year 2022.

There is a national need for a DrPH due to public health workforce demands, and there is a specific need in the Metro-Atlanta area for a DrPH that meets the needs of working professionals. As mentioned in the rationale section, it is projected that an additional 250,000 public health workers will be required in the US by the year 2020. Over half of 57 US states and territories surveyed by the Association of State and Territorial Health Officials regarding the workforce shortage named the lack of trained personnel as their greatest impediment to filling their existing vacancies.

Data compiled by PublicHealthDegrees.org using Bureau of Labor Statistics and US Census Bureau data shows (Figure 2.0) public health occupations that will experience growth, with more than half of the occupations expected to have greater than 20% expansion, by the year 2022.

List of Similar Existing USG Programs and Productivity:

| Enrollments and Degrees Conferred Institutions and Academic Programs | FY 2013 | FY 2014 | FY 2015 | FY 2016 | FY 2017 | 5 year average |
|---|------------|------------|------------|------------|------------|-------------------|
| UGA (traditional) | | | | | | |
| (Enrollment) | 32 | 33 | 32 | 27 | 35 | 32 |
| (Degrees Conferred) | 5 | 5 | 3 | 8 | 5 | 5 |

A DrPH at GSU would be the first university in Metro-Atlanta, public or private, to provide this degree, which will directly help the national and local need for an educated public health workforce. The nearest competitors of an executive-style DrPH programs would be those at the University of South Florida and University of North Carolina, Chapel Hill; further strengthening our position for offering an executive style program at this time.

Fiscal and Facilities Impact:

Executive Degree/Differential Tuition as a recommendation to approve at the Committee on Finance and Business

Accountability:

The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. The review is in concert with the institution's schedule of comprehensive program reviews.

3. **Establishment of a Master of Accountancy, University of North Georgia**

Recommended: That the Board approve the request of President Bonita Jacobs that the University of North Georgia (“UNG”) be authorized to establish a Master of Accountancy, effective April 18, 2018.

Program Summary: The Master of Accountancy (MAcc) program will support this mission by educating our students on the ethical standards of the accounting profession, the leadership responsibilities of accountants who know how to analyze and understand business operations, and the requirements to be competitive in an increasingly globalized economy. We will utilize the resources of the Center for Entrepreneurship and Innovation and the BB&T Center for Ethical Leadership (both based within the MCCB) to support our awareness of the challenges facing our graduates entering accounting and business careers in our primary service areas.

Need and Demand:

National statistics on the supply and demand for Accounting graduates strongly support the establishment of a MAcc program. According to a study by the American Institute of Certified Public Accountants ("AICPA"), over the past two decades, the supply of Accounting graduates has grown by almost 50%, but that growth has come almost entirely from graduates of Master's programs. In 1994, less than 10% of Accounting graduates earned Master's degrees, while in 2014, more than one-third of Accounting graduates earned Master's degrees. This trend is expected to continue, as all 50 states and the District of Columbia now require 30 hours of education beyond the Bachelor's degree to attain a CPA license. Students in the state of Georgia must complete 150 hours of college coursework in order to be licensed as Certified Public Accountants. UNG students will benefit from exposure to advanced concepts and techniques in the professional field of accounting. The number of UNG Accounting Bachelor's degree graduates is growing. The number of UNG Accounting Bachelor's degree graduates was 60 in 2015, 47 in 2014, 51 in 2013, and 48 in 2012. These numbers are more likely to grow if a Master's program is more accessible to students after graduation. Many of our students would like to continue their accounting education, but no local option is currently available.

List of Similar Existing USG Programs and Productivity:

| Enrollments and Degrees Conferred Institutions and Academic Programs | 2013 | 2014 | 2015 | 2016 | 2017 | |
|---|----------|----------|----------|-----------|-----------|----------|
| Georgia State College and University (Enrollment) (Degrees Conferred) | 39 21 | 46 21 | 33 21 | 20 36 | 33 21 | 34 24 |
| Georgia Southern University (Enrollment) ¹ (Degrees Conferred) | 88 56 | 78 34 | 79 49 | 104 32 | 123 59 | 94 46 |
| Kennesaw State University ¹ (Enrollment) (Degrees Conferred) | 71 59 | 58 67 | 54 65 | 57 56 | 56 56 | 59 61 |
| University of West Georgia ¹ (Enrollment) (Degrees Conferred) | 30 13 | 26 9 | 21 15 | 19 11 | 18 10 | 23 12 |
| Valdosta State University ¹ (Enrollment) (Degrees Conferred) | 20 20 | 24 28 | 33 17 | 27 12 | 19 19 | 25 19 |

Fiscal and Facilities Impact:

None

Accountability:

The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. The review is in concert with the institution's schedule of comprehensive program reviews.

4. **Establishment of a Bachelor in Interdisciplinary Studies, University of West Georgia**

Recommended: That the Board approve the request of President Kyle Marerro that the University of West Georgia (“UWG”) be authorized to establish a Bachelor in Interdisciplinary Studies, effective April 18, 2018.

Program Summary: The proposed Bachelor of Interdisciplinary Studies (BIS) is a program for undergraduate students who can demonstrate a clear purpose for integrating multiple disciplinary perspectives and applied fields. Beyond this, the proposal to add a BIS degree to the UWG curriculum follows a national trend in higher education as well as in the University System of Georgia. On the higher education landscape over the past two and a half decades there has been an increase in the number of degree programs allowing students to individually design degree programs that incorporate advanced learning in multiple disciplines (Anft, 2017; Dill, 2015; Jacob, 2015). The UWG BIS is an interdisciplinary degree, requiring students to take multiple upper division courses in at least two different disciplines and a sequence of three interdisciplinary courses, complete a capstone project, and curate an academic portfolio. This design builds on best practices and curricular insights found in both the academic literature and the experiences of programs at other schools. A key insight from both of these sources is that interdisciplinary (or integrative) learning is not automatically achieved by taking courses in multiple disciplines (e.g. Kleinberg, 2008). The UWG BIS degree therefore builds integrative engagement into the program through a sequence of three XIDS courses, a capstone project, and an academic portfolio. Importantly, furthermore, this design puts in place mechanisms for meaningful assessment of the program's learning outcomes.

Need and Demand: UWG does not currently offer a major designed around interdisciplinarity (i.e. purposeful interconnection and integration of disciplines) (UWG does offer a multidisciplinary Global Studies degree). During the 2016-17 school year, different faculty/staff workgroups at different times examined the existing learning pathways offered by the UWG curriculum and all found a need for an interdisciplinary degree program. Specifically, among the need to create more interdisciplinary opportunities for students and faculty was a recommendation to create an interdisciplinary major that would follow best practice. Additionally, a UWG Newnan Business Roundtable on November 28, 2017 assembled 25+ leaders from Newnan-area businesses with administrators, faculty and staff from I-JWG to discuss a major in interdisciplinary studies with an eye on the needs of UWG graduates. The event revealed enthusiastic support for such a degree, specifically its potential for developing students' "soft skills" and its curricular flexibility in allowing students to develop knowledge sets and skills to meet emergent needs of the region's communities and businesses (e.g. serving aging populations, the changing business of healthcare, technical writing within a specific industry). Evidence of these national trends exists within UWG's service regions. An academic program needs assessment for Douglas and Paulding counties commissioned by the USG's Board of Regents and based on key stakeholders in those counties, primarily institutions of higher education, chambers of commerce, and local governmental economic development agencies, revealed two significant needs, both of which are met, in part, by

the proposed BIS degree which include “targeted” industry clusters including business, management, marketing, technology services, and communication and soft skills instruction and training. Beyond UWG's immediate service region, the Atlanta Chamber of Commerce has identified "Key Industry Segments", including financial technology, bioscience, mobility and technology, cybersecurity, digital media, and smart cities (the internet of things)—all industries making demands for interdisciplinary abilities and skills.

List of Similar Existing USG Programs and Productivity:

| Enrollments and Degrees Conferred Institutions and Academic Programs | 2013 | 2014 | 2015 | 2016 | 2017 | Average 5 year |
|---|------------|------------|------------|------------|------------|-------------------|
| Dalton State College (Enrollment) (Degrees Conferred) | 6 --- | 29 ---- | 42 7 | 32 8 | 29 13 | 28 ----- |
| Georgia Southern University (Enrollment) (Degrees Conferred) | 778 222 | 835 232 | 717 270 | 603 252 | DA 206 | 587 236 |
| Georgia State University (Enrollment) (Degrees Conferred) | 482 42 | 695 37 | 775 61 | 904 135 | 869 191 | 745 93 |
| Middle Georgia State University (Enrollment) (Degrees Conferred) | 56 7 | 55 9 | 51 16 | 68 14 | 115 19 | 69 13 |
| Savannah State University (Enrollment) (Degrees Conferred) | ---- | 7 | 31 | 51 | 86 | 35 |
| Valdosta State University (Enrollment) (Degrees Conferred) | 135 41 | 143 39 | 153 39 | 152 62 | 186 74 | 227 51 |
| Degrees recently approved at Augusta University, Albany State University, College of Coastal Georgia, Gordon State College; | | | | | | |

Fiscal and Facilities Impact:

None

Accountability:

The Office of Academic Affairs will work with the institution to measure the success and continued effectiveness of the proposed program. The review is in concert with the institution’s schedule of comprehensive program reviews.

5. **a. Revision to Policy Manual Section 3.3, Curriculum**

Abstract: In line with the goals of the Board of Regents' Policy Manual Review, the main purposes of these revisions are to simplify Policy language, to provide for consistency in Policy provisions, and to increase the efficiency of The Policy Manual. Suggested changes do not substantively alter the intent of the policy.

Revision to subsection 3.3.2 Learning Support Programs

Current Policy Language:

3.3.2 Learning Support Programs

Each institution that admits students required by USG policy to enroll in Learning Support courses before or as they attempt core curriculum courses shall have program designed, at a minimum, to meet the specific needs of students who, according to USG placement standards, must enroll in Learning Support. Institutions may set higher standards for placement, and the program may include other Learning Support components.

The USG chief academic officer will issue administrative procedures regarding the operation of these programs (BoR Minutes, 1972-73, pp. 533-37; 1978-79, p. 162; 1982-83, pp. 119-21; 1986-87, p. 102; 1992-93, p. 241; Feb. 2007; Aug. 2014).

Edited Policy Language:

3.3.2⁷ Learning Support Programs

Each **USG** institution that admits students required by **Board of Regents or** USG policy to enroll in Learning Support courses ~~before or as they attempt core curriculum courses shall have~~ **provide a program or programs to support the academic** ~~designed, at a minimum, to meet the specific needs of students who, according to USG placement standards, must enroll in Learning Support.~~ Institutions may set higher standards for placement, and the program may include other Learning Support components.

The USG chief academic officer will issue administrative procedures regarding the operation of these programs (~~BoR Minutes, 1972-73, pp. 533-37; 1978-79, p. 162; 1982-83, pp. 119-21; 1986-87, p. 102; 1992-93, p. 241; Feb. 2007; Aug. 2014).~~

Proposed New Policy Language:

3.3.7 Learning Support Programs

Each USG institution that admits students required by Board of Regents or USG policy to enroll in Learning Support courses as they attempt core curriculum courses shall provide a program or programs to support the academic needs of students who enroll in Learning Support. Institutions may set higher standards for placement and the program may include other Learning Support components. The USG chief academic officer will issue administrative procedures regarding the operation of these programs.

5. **b. Revision to Subsection 3.3.3, Instruction Offered Externally**

Current Policy Language:

3.3.3 Instruction Offered Externally

The USG will strive to provide educational opportunities sufficient to meet the needs of the state and the demands of Georgia citizens. USG institutions are encouraged to explore the possibility of external course and degree program offerings to meet these needs. The following policies will govern the operations of all USG external undergraduate and graduate credit offerings.

The Board of Regents recognizes two categories of external offerings: off-campus instruction and distance education. Off-campus instruction is defined as traditional face-to-face classroom instruction that occurs at a location away from the home premises of the institution. Distance education is defined as a formal educational process in which the majority of the instruction occurs when student and instructor are not in the same place and the instruction is delivered using technology.

Institutions wishing to offer courses and/or degree programs externally must adhere to the guidelines, criteria, and nomenclature contained in guidelines issued by the Chancellor or his/her designee. These guidelines are maintained in the Academic Affairs Handbook.

The designation of an off-campus instructional location as a campus, center, or consortium requires approval by the Board of Regents through its Committee on Academic Affairs.

It is desirable in most instances to have the closest qualified institution respond to off-campus credit course needs. In cases where requests for services exceed the qualifications or ability of the closest institution, attempts should be made to have such requests met by other qualified USG institutions. Prior to the offering of off-campus course work, the president of the institution proposing such work will notify the president(s) of any other USG institution(s) located in closer geographic proximity to the site proposed for the off-campus course work. In the event the involved institutions are unable to arrive at a mutual agreement on the offering of off-campus credit courses, the issues will be referred to the Chancellor for final resolution (BoR Minutes, February 2005; February 2007; October 2010).

Edited Policy Language:

3.3.3² ~~Instruction Offered Externally~~ Academic Approval for Off-Campus Instructional Sites

~~The USG will strive to provide educational opportunities sufficient to meet the needs of the state and the demands of Georgia citizens. USG institutions are encouraged to explore the possibility of external course and degree program offerings to meet these needs. The following policies will govern the operations of all USG external undergraduate and graduate credit offerings.~~

~~The Board of Regents recognizes two categories of external offerings: off-campus instruction and distance education. Off-campus instruction is defined as traditional face-to-face classroom instruction that occurs at a location away from the home premises of the institution. Distance education is defined as a formal educational process in which the majority of the instruction occurs when student and instructor are not in the same place and the instruction is delivered using technology.~~

An “off-campus instructional site” is a site located geographically apart from the main campus at which an institution provides instruction and where students go to access support services. An off-campus instructional site is not independent of the institution’s main campus.

Institutions wishing to offer courses and/or degree programs externally must adhere to the guidelines, criteria, and nomenclature contained in guidelines issued by the Chancellor or his/ or her designee. These guidelines, which are maintained in the Academic and Student Affairs Handbook. The designation of an off-campus instructional location as a campus, center, or consortium requires approval by the Board of Regents through its Committee on Academic Affairs.

The procedures for approving facilities for off-campus instruction are outlined in the Board of Regents’ Policy on Facilities Approval for Off-Campus Institutional Sites. Institutions shall not initiate requests for new off-campus instructional facilities prior to the approval of related academic proposals unless authorized by the Chief Academic Officer to proceed concurrently during the academic review process.

It is desirable in most instances to have the closest qualified institution respond to off-campus credit course needs. In cases where requests for services exceed the qualifications or ability of the closest institution, attempts should be made to have such requests met by other qualified USG institutions. Prior to the offering of off-campus course work, the president of the institution proposing such work will notify the president(s) of any other USG institution(s) located in closer geographic proximity to the site proposed for the off-campus course work. In the event that the involved institutions are unable to arrive at a mutual agreement on the offering of off-campus credit courses, the issues matter will be referred to the Chancellor for final resolution (BoR Minutes, February 2005; February 2007; October 2010).

3.3.3 Distance Education

“Distance education” is defined as a formal educational process in which the majority of the instruction in a course occurs when the student and instructor are not in the same place and the instruction is delivered using technology. Instruction may be synchronous or asynchronous.

No institution may offer programs completely online prior to the Board of Regents' approval of the academic program or programs to be offered completely online.

Proposed New Policy Language:

3.3.2 Academic Approval for Off-Campus Instructional Sites

An “off-campus instructional site” is a site located geographically apart from the main campus at which an institution provides instruction and where students go to access support services. An off-campus instructional site is not independent of the institution’s main campus.

Institutions wishing to offer courses or degree programs externally must adhere to the guidelines, criteria, and nomenclature contained in guidelines issued by the Chancellor or his or her designee, which are maintained in the Academic and Student Affairs Handbook. The designation of an off-campus instructional location as a campus, center, or consortium requires approval by the Board of Regents through its Committee on Academic Affairs.

The procedures for approving facilities for off-campus instruction are outlined in the Board of Regents’ Policy on Off-Campus Institutional Sites. Institutions shall not initiate requests for new off-campus instructional facilities prior to the approval of related academic proposals unless authorized by the Chief Academic Officer to proceed concurrently during the academic review process.

It is desirable in most instances to have the closest qualified institution respond to off-campus credit course needs. In cases where requests for services exceed the qualifications or ability of the closest institution, attempts should be made to have such requests met by other qualified USG institutions. Prior to the offering of off-campus course work, the President of the institution proposing such work will notify the president of any other USG institution located in closer geographic proximity to the site proposed for the off-campus course work. In the event that the involved institutions are unable to arrive at a mutual agreement on the offering of off-campus credit courses, the matter will be referred to the Chancellor for final resolution.

3.3.3 Distance Education (NEW SECTION)

“Distance education” is defined as a formal educational process in which the majority of the instruction in a course occurs when the student and instructor are not in the same place and the instruction is delivered using technology. Instruction may be synchronous or asynchronous.

No institution may offer programs completely online prior to the Board of Regents’ approval of the academic program or programs to be offered completely online.

6. a. Revision to Policy Section, 3.5, Grading System

Abstract: In line with the goals of the Board of Regents' Policy Manual Review, the main purposes of these revisions are to simplify Policy language, to provide for consistency in Policy provisions, and to increase the efficiency of The Policy Manual. Suggested changes do not substantively alter the intent of the policy.

Revision to 3.5.1 Grade Point Average Current Policy Language:

3.5.1 Grade Point Average

All USG institutions shall be on a 4.00 grade point average system, calculated to and truncated at two significant digits.

Edited Policy Language:

All **University System of Georgia (USG)** institutions shall be on a 4.00 grade point average **(GPA)** system, calculated to and truncated at two significant digits.

Proposed New Policy Language:

All University System of Georgia (USG) institutions shall be on a 4.00 grade point average (GPA) system, calculated to and truncated at two significant digits.

6. **b. Revision to Subsection 3.5.2, Symbols Not Included in Determining Grade Point Average**

Current Policy Language:

3.5.2 Symbols Not Included in Determining the Grade Point Average

For all institutions, the following symbols are approved for use in the cases indicated, but will not be included in the determination of the grade point average.

“I” This symbol indicates that a student was doing satisfactory work but, for non-academic reasons beyond his/her control, was unable to meet the full requirements of the course. The requirements for removal of an “I” are left to the respective institutions. However, if an “I” is not satisfactorily removed after three academic terms of residence, the symbol “I” will be changed to the grade “F” by the appropriate official.

“IP” This symbol indicates that credit has not been given in courses that require a “CP” continuation of work beyond the term for which the student signed up for the course. The use of this symbol is approved for dissertation and thesis hours and project courses. With the exception of Learning Support or Developmental Studies courses and Regents’ Test remediation courses, this symbol cannot be used for other courses. This symbol cannot be substituted for an “I” (BoR Minutes, 1988-89, pp. 77-78; 1990-91, p. 61).

“K” This symbol indicates that a student was given credit for the course via a credit by examination program approved by the respective institution’s faculty (CLEP, AP, Proficiency, etc.). “K” credit may be provided for a course the student has previously audited if the institutional procedures for credit by examination are followed (BoR Minutes, 1989-90, p. 146).

“S” This symbol indicates that credit has been given for completion of degree requirements other than academic course work. The use of this symbol is approved for dissertation and thesis hours, student teaching, clinical practicum, internship, and proficiency requirements in graduate programs. Exceptions to the use of this symbol for academic course work must be submitted to the USG chief academic officer for approval.

“U” This symbol indicates unsatisfactory performance in an attempt to complete degree requirements other than academic course work. The use of this symbol is approved for dissertation and thesis hours, student teaching, clinical practicum, internship, and proficiency requirements in graduate programs. Exceptions to the use of this symbol for academic course work must be submitted to the USG chief academic officer for approval.

“V” This symbol indicates that a student was given permission to audit this course. Students may not transfer from audit to credit status or vice versa. Students may register, however, on a credit basis for a course that has previously been audited (BoR Minutes, 1989- 90, p. 146).

“W” This symbol indicates that a student was permitted to withdraw without penalty. Withdrawals without penalty will not be permitted after the mid-point of the total grading period, including final examinations, except in cases of hardship as determined by the appropriate official of the respective institution.

“WM” This symbol indicates a student was permitted to withdraw under the Board of Regents policy for military service refunds, as noted in [Section 7.3.5.3 of this Policy Manual](#). The use of this symbol indicates that this student was permitted to withdraw without penalty at any time during the term. (BoR Minutes, October 2001.)

Edited Policy Language:

3.5.2 Symbols Not Included in Determining the Grade Point Average

~~For all institutions,~~ The following symbols are approved for use **by USG institutions** in the cases indicated, but ~~will~~ **shall** not be included in the determination of the ~~grade point average.~~ **GPA:**

“I” ~~This symbol~~ indicates that a student was doing satisfactory work but, for non-academic reasons beyond his/ **or** her control, was unable to meet the full requirements of the course. The requirements for removal of an “I” are left to the respective institutions. However, if an “I” is not satisfactorily removed after three academic terms of residence, the symbol “I” will be changed to the grade “F” by the appropriate official.

“IP” ~~This symbol~~ indicates that credit has not been given in courses that require a “CP” continuation of work beyond the term for which the student signed up for the course. ~~The use of this symbol is approved for dissertation and thesis hours and project courses. With the exception of Learning Support or Developmental Studies courses and Regents’ Test remediation courses, this symbol cannot be used for other courses.~~ This symbol cannot be substituted for an “I” (BoR Minutes, 1988-89, pp. 77-78; 1990-91, p. 61).

“K” ~~This symbol~~ indicates that a student was given credit for the course via a credit by examination program approved by the respective institution’s faculty (**e.g.**, CLEP, AP, Proficiency, ~~etc.~~). “K” credit may be provided for a course the student has previously audited if the institutional procedures for credit by examination are followed (~~BoR Minutes, 1989-90, p. 146~~).

“S” ~~This symbol~~ indicates that credit has been given for completion of degree requirements other than academic course work. The use of this symbol is approved for dissertation and thesis hours, student teaching, clinical practicum, internship, and proficiency requirements in graduate programs. Exceptions to the use of this symbol for academic course work must be submitted to the USG chief academic officer for approval.

“U” ~~This symbol~~ indicates unsatisfactory performance in an attempt to complete degree requirements other than academic course work. The use of this symbol is approved for dissertation and thesis hours, student teaching, clinical practicum, internship, and proficiency requirements in graduate programs. Exceptions to the use of this symbol for academic course work must be submitted to the USG chief academic officer for approval.

“V” ~~This symbol~~ indicates that a student was given permission to audit this course. Students may not transfer from audit to credit status or vice versa. Students may register, however, on a credit basis for a course that has previously been audited ~~(BoR Minutes, 1989–90, p. 146).~~

“W” ~~This symbol~~ indicates that a student was permitted to withdraw without penalty. Withdrawals without penalty will not be permitted after the mid-point of the total grading period, including final examinations, except in cases of hardship as determined by the appropriate official of the respective institution.

“WM” ~~This symbol~~ indicates a student was permitted to withdraw under the Board of Regents policy for military service refunds, as ~~noted~~ **provided** in ~~Section 7.3.5.3 of this Policy Manual~~ **Board Policy**. The use of this symbol indicates that this student was permitted to withdraw without penalty at any time during the term. ~~(BoR Minutes, October 2001.)~~

Proposed New Policy Language:

3.5.2 Symbols Not Included in Determining the Grade Point Average

The following symbols are approved for use by USG institutions in the cases indicated, but shall not be included in the determination of the GPA:

“I” indicates that a student was doing satisfactory work but, for non-academic reasons beyond his or her control, was unable to meet the full requirements of the course. The requirements for removal of an “I” are left to the respective institutions. However, if an “I” is not satisfactorily removed after three academic terms of residence, the symbol “I” will be changed to the grade “F” by the appropriate official.

“IP” indicates that credit has not been given in courses that require a “CP” continuation of work beyond the term for which the student signed up for the course. This symbol cannot be substituted for an “I.”

“K” indicates that a student was given credit for the course via a credit by examination program approved by the respective institution’s faculty (e.g., CLEP, AP, Proficiency). “K” credit may be provided for a course the student has previously audited if the institutional procedures for credit by examination are followed.

“S” indicates that credit has been given for completion of degree requirements other than academic course work. The use of this symbol is approved for dissertation and thesis hours, student teaching, clinical practicum, internship, and proficiency requirements in graduate programs. Exceptions to the use of this symbol for academic course work must be submitted to the USG chief academic officer for approval.

“U” indicates unsatisfactory performance in an attempt to complete degree requirements other than academic course work. The use of this symbol is approved for dissertation and thesis hours, student teaching, clinical practicum, internship, and proficiency requirements in graduate programs. Exceptions to the use of this symbol for academic course work must be submitted to the USG chief academic officer for approval.

“V” indicates that a student was given permission to audit this course. Students may not transfer from audit to credit status or vice versa. Students may register, however, on a credit basis for a course that has previously been audited.

“W” indicates that a student was permitted to withdraw without penalty. Withdrawals without penalty will not be permitted after the mid-point of the total grading period, including final examinations, except in cases of hardship as determined by the appropriate official of the respective institution.

“WM” indicates a student was permitted to withdraw under the Board of Regents policy for military service refunds, as ~~noted~~ provided in Board Policy. The use of this symbol indicates that this student was permitted to withdraw without penalty at any time during the term.

6. c. Revision to Subsection 3.5.3., Grade Point Average Upon Academic Renewal**Current Policy Language:****3.5.3 Grade Point Average Upon Academic Renewal**

Undergraduate students who who are either returning to a USG institution or are transferring to a USG institution may be eligible for Academic Renewal. Academic Renewal for the student signals the initiation of a new grade point average to be used for determining academic standing. This provision allows USG degree-seeking students who earlier experienced academic difficulty to make a fresh start and have one final opportunity to earn an associate or bachelor's degree (BoR Minutes, June 1995; Aug. 2014).

Edited Policy Language:**3.5.3 Grade Point Average Upon Academic Renewal**

Undergraduate students who ~~who~~ are either returning to a **University System of Georgia (USG)** institution or are transferring to a USG institution may be eligible for Academic Renewal. ~~Academic Renewal for the student,~~ **which** signals the initiation of a new grade point average to be used for determining academic standing. This provision allows USG degree-seeking students who ~~earlier~~ experienced **earlier** academic difficulty to make a fresh start and have one final opportunity to earn an associate or bachelor's degree (~~BoR Minutes, June 1995; Aug. 2014~~).

Proposed New Policy Language:

Undergraduate students who are either returning to a University System of Georgia (USG) institution or are transferring to a USG institution may be eligible for Academic Renewal, which signals the initiation of a new grade point average to be used for determining academic standing. This provision allows USG degree-seeking students who experienced earlier academic difficulty to make a fresh start and have one final opportunity to earn an associate or bachelor's degree.

7. **a. Establishment of the Larry R. Beuchat Professorship for Annual and Perennial Ornamental Plant Research, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to establish the Larry R. Beuchat Professorship for Annual and Perennial Ornamental Plant Research, effective April 18, 2018.

Abstract: The University of Georgia Foundation has on deposit \$293,502.79 in funds to establish the endowed Professorship. The position is being established to support the conducting of research in the area of annual and perennial ornamentals that lead to the introduction of new plant varieties.

Biosketch: Dr. Larry R. Beuchat, Distinguished Research Professor Emeritus, Center for Food Safety, Department of Food Science and Technology at the University of Georgia Griffin Campus holds a Bachelor degree in Horticulture from Pennsylvania State University and a Masters and Ph.D. in Food Science from Michigan State University. Dr. Beuchat has, through his extraordinary research, advanced understanding of the environmental and ecological conditions that influence the survival and growth of food borne bacteria. Molds, and yeast. He conducted pioneering work on the storage and processing of raw fruits and vegetables. His expertise in this area led the World Health Organization to seek Dr. Beuchat’s recommendations on the best disinfection procedures for raw fruits and vegetables. In 2005, Dr. Beuchat was the third most-cited agricultural scientist in the world. Dr. Beuchat has been a dedicated faculty member and supporter of the University of Georgia. His contributions and commitments reach beyond the class room. He has made donations to the University of Georgia exceeding \$300,000 both in pledges and gifts through stock transfer and in-kind donations.

7. **a. Establishment of the Carl and Sally Gable Distinguished Chair in Southern Colonial American History, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to establish the Carl and Sally Gable Distinguished Chair in Southern Colonial History, effective April 18, 2018.

Abstract: The University of Georgia Foundation has on deposit \$2,515,145.35 in funds to establish the endowed Distinguished Chair. The position is being established to support the programs in the Franklin College of Arts and Sciences.

Biosketch: Carl I Gable and Sally Bogle Gable were married 53 years ago, have led lives of variety and achievement. After Carl’s law school graduation from Harvard Law School they moved to Atlanta to start their married lives. Carl began his career with the law firm known as Kilpatrick & Cody (and now Kilpatrick, Townsend & Stockton). Sally Bogle Gable was a junior editor at a Boston published prior to their move to Atlanta and then became a full time mother of three children. Carl’s early law career centered on securities law and corporate mergers and acquisitions, but he was also a pioneering Atlanta practitioner in the fields of franchise law and international business transactions, and a regular speaker and writer on those and other legal subjects. At the same time he was active in the law firm’s governance and served as its first managing partner. As the years passed Sally Bogle Gable returned to Georgia State University to earn a Master of Music degree in Sacred Music and later became the Director of Music at Northwest Presbyterian Church. At the same time, Carl left private law practice to serve as President of Interface, Inc. while continuing as Vice Chairman of Internet Corporation. He played a key role in the international growth and development of both companies. Carl and Sally have remained leading supporters of cultural organizations in Georgia and the Southeast, especially in the fields of music, education, and architectural history. In 1986 they founded Atlanta Opera Endowment Inc.

7. **a. Establishment of the Terry Dean’s Advisory Council Distinguished Professorship Fund I, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to establish the Terry Dean’s Advisory Council Distinguished Professorship, Fund I effective April 18, 2018.

Abstract: The University of Georgia Foundation has on deposit \$512,454 in order to establish this endowed position. The Terry Dean’s Advisory Council Distinguished Professorship Fund I was established by the Terry Dean’s Advisory Council and the Dean of the Terry College of Business with contributions from the Advisory Council and matching funds from the University of Georgia Foundation. The Distinguished Professorship will be housed in the Dean’s Office of the Terry College. The purpose of the Distinguished Professorship is to strengthen the programs in the College by attracting or retaining an outstanding full or associate professor in the Terry College by providing supplemental salary support, research or teaching assistance, professional travel expenses memberships, and other expenses that enhance the effectiveness of the Distinguished Professorship. The appointed professor shall be engaged in teaching, research, public service, or a combination of such duties consistent with the purpose of the Distinguished Professorship.

7. **a. Establishment of the Terry Dean’s Advisory Council Distinguished Professorship Fund II, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to establish the Terry Dean’s Advisory Council Distinguished Professorship, Fund II effective April 18, 2018.

Abstract: The University of Georgia Foundation has on deposit \$512,454 in order to establish this endowed position. The Terry Dean’s Advisory Council Distinguished Professorship Fund II was established by the Terry Dean’s Advisory Council and the Dean of the Terry College of Business with contributions from the Advisory Council and matching funds from the University of Georgia Foundation. The Distinguished Professorship will be housed in the Dean’s Office of the Terry College. The purpose of the Distinguished Professorship is to strengthen the programs in the College by attracting or retaining an outstanding full or associate professor in the Terry College by providing supplemental salary support, research or teaching assistance, professional travel expenses memberships, and other expenses that enhance the effectiveness of the Distinguished Professorship. The appointed professor shall be engaged in teaching, research, public service, or a combination of such duties consistent with the purpose of the Distinguished Professorship.

7. **a. Establishment of the John Porter Stevens Distinguished Professorship in Water Resources, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to establish the John Porter Stevens Distinguished Professorship in Water Resources, effective April 18, 2018.

Abstract: The University of Georgia Foundation has on deposit \$511,844 in funds to establish the endowed Distinguished Professorship. This position is being created using funds from a \$250,000 gift from Ms. Meredith Devendorf, the granddaughter of Mr. Stevens and a match from the Office of the Provost. The position will be housed in the Warnell School of Forestry & Natural Resources.

Biosketch: John Porter Stevens was a successful businessman in the shipping business in Savannah and a visionary forest landowner in Liberty County, Georgia. His careful management of Springfield Plantation ensured the protection of adjacent coastal marshes in addition to the sustainable production of timber from his uplands. He also took steps to ensure that local African-American citizens has access to coastal resources, as segregation kept them from many public marshlands. Mr. Stevens married Martha Jefferson Randolph and their marriage produced a daughter, Laura Randolph Stevens, the mother of Meredith Devendorf whose gift is endowing the professorship named for her grandfather.

7. **a. Establishment of the Stembler Family Distinguished Professorship in Business Law, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to establish the Stembler Family Distinguished Professorship in Business Law, effective April 18, 2018.

Abstract: The University of Georgia Foundation has on deposit \$535,081 in funds to establish the endowed Distinguished Professorship. This position will be held in the School of Law.

Biosketch: William Jenkins Stembler is a native Atlantan, and is the second son of Katherine and John Stembler. In 1968 he graduated from the University of Florida with a Bachelor of Science Business Administration degree and in 1971 received his Juris Doctor from the University of Georgia School of Law. Mr. Stembler’s first employment after law school was with the Securities and Exchange Commission as an enforcement attorney. After working there for two years he left the SEC to join his family’s business, the original Georgia Theatre Company. He became president ten years later. Mr. Stembler assisted in the sale of the company in 1986 and later created Georgia Theatre Company-II (GTC) in 1991. Coastal Georgia serves as the headquarters of GTC, where he serves as chairman. GTC currently employs close to 1,000 people and operates 260 screens in four southeastern states. Mr. Stembler is a past recipient of the highest award given annually by the National Association of Theatre Owners and co-chaired the associations establishment in 2010 of Cinemacon, the world’s largest annual gathering of theatre exhibition. He and his wife, Anne, are the parents of three married daughters and eight grandchildren.

7. **a. Establishment of the Gail M. Williamson Distinguished Professorship in Health Psychology, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to establish the Gail M. Williamson Distinguished Professorship in Health Psychology, effective April 18, 2018.

Abstract: The University of Georgia Foundation has on deposit \$522,361 in funds to establish the endowed Distinguished Professorship. This position will be held in the Department of Psychology in the Franklin College of Arts and Sciences.

The son of Dr. Gail M. Williamson, Dr. Todd Williamson and her colleague and partner Dr. David R Schaffer, provided a gift of \$251,129 in support of this endowed position. The endowment was initiated to honor, celebrate and recognize the significant professional contributions of Dr. Gail Williamson which included many externally funded research projects related to family caregiving and the mentoring and development she invested in countless students.

8. **a. Revision to the B.J. and Dicksie Bandy Chair in History at Dalton State College established in October 2008**

Recommended: That the Board approve the request of President Margaret Venable that Dalton State College (“DSC”) be authorized to revise the requirements for appointing to the B.J. and Dicksie Bandy Chair in History, effective April 18, 2018.

Abstract: The B.J. and Dicksie Bandy Chair was endowed through a gift of \$1 million from a local philanthropist. The college is requesting that the requirements to fulfill this position be revised to focus on the preservation and dissemination of Northwest Georgia history and culture. The original proposed approved by the board requested the person serve as a tenured faculty member and assume roles and responsibilities associated with being a faculty member at Dalton State College. It is important to the institution to recruit and attract the best qualified person to serve in this position and thus, President Venable is requesting that the position be converted to a non-tenure track position. Through conversations with Mr. Bandy and with his approval, Dalton State College is requesting approval to build greater bridges into their surrounding communities while enhancing our their stewardship of Mr. Bandy’s significant philanthropy.

8. **b. Revision to the Terry College of Business Alumni Board Distinguished Professorship established in August 2017, University of Georgia**

Recommended: That the Board approve the request of President Jere Morehead that the University of Georgia (“UGA”) be authorized to upgrade the Terry College of Business Alumni Board Professorship to the Terry College of Business Alumni Distinguished Professorship, effective April 18, 2018.

Abstract: The Distinguished Professorship is supported by an endowment of gifts totaling \$1,000,000.

9. Named Faculty Appointments:

Details regarding institutional requests to appoint faculty with the appropriate qualifications into named faculty positions are found in the supplemental agenda. The following are included in this month.

Institution Name: Augusta University
University Faculty's Name: Dr. David Fulton
Named Position: Regents' Professorship

Institution Name: Augusta University
University Faculty's Name: Dr. Ruth Harris
Named Position: Regents' Professorship

Institution Name: Kennesaw State University
University Faculty's Name: Dr. Roger C. Tutterow
Named Position: Henssler Financial Endowed Chair

Institution Name: University of Georgia
University Faculty's Name: Ms. Mehrsa A. Baradaran, J.D.
Named Position: Robert Cotton Alston Chair in Corporate Law

Institution Name: University of Georgia
University Faculty's Name: Dr. Michael Chamberlain
Named Position: Terrell Professorship in Wildlife Management

Institution Name: University of Georgia
University Faculty's Name: Mr. Christopher Bruner, J.D.
Named Position: Stembler Family Distinguished Professor in Business Law

Institution Name: University of Georgia
University Faculty's Name: Dr. Brenda Cude
Named Position: Georgia Athletic Association Professorship in Family and Consumer Sciences II

Institution Name: University of Georgia
University Faculty's Name: Dr. Rachel Fusco
Named Position: Georgia Athletic Association Professor in Health and Well-Being

Institution Name: University of Georgia
University Faculty's Name: Dr. John T. Hale
Named Position: Arch Professor in World Languages and Cultures

Institution Name: University of Georgia
University Faculty's Name: Dr. Sonia Hirt
Named Position: Robert T. and Mary B. Hughes/UGA Foundation Professorship in Landscape Architecture and Planning

Institution Name: University of Georgia
University Faculty's Name: Mr. Hillel Y. Levin J.D.
Named Position: Alex W. Smith Professor in Law

Institution Name: University of Georgia
University Faculty's Name: Dr. Deborah Mohnen
Named Position: University of Georgia Athletic Association Professor in Complex Carbohydrate Research

Institution Name: University of Georgia
University Faculty's Name: Dr. Cas Mudde
Named Position: Stanley Wade Shelton UGAF Professor

Institution Name: University of Georgia
University Faculty's Name: Ms. Rebecca Rutstein, M.F.A.
Named Position: Delta Airlines Visiting Chair for Global Understanding

Institution Name: University of Georgia
University Faculty's Name: Dr. Sheri Worthy
Named Position: Samuel A. and Sharon Y Nickols Professorship

AGENDA

COMMITTEE ON ORGANIZATION & LAW

April 17, 2018

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1. Honorary Degree Requests

President Kyle Marrero of the University of West Georgia seeks the Board's approval to award honorary degrees to Mrs. Nellie Duke and Mrs. Laura Richards, and President Chris Markwood of Columbus State University seeks the Board's approval to award an honorary degree to Otis and Sandy Scarborough.

2. Revision to the Policy Manual: Section 2 – Institutional Governance and Section 8 - Personnel

In line with the goals of the Board of Regents' Policy Manual Review, the main purposes of the policy edits are to simplify and clarify Policy language and to increase the efficiency of the Board of Regents' Policy Manual.

CURRENT POLICY LANGUAGE:

8.3.13 Emeritus/a Title

A president may, at his/her discretion, confer the title of emeritus/a on any retired faculty member or administrative officer who, at the time of retirement, had ten (10) or more years of honorable and distinguished USG service, provided, however, that the title of President Emeritus/a may be conferred only by the Board of Regents on the recommendation of the Chancellor (BoR Minutes, January 2009).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section. Struck-through language in italics moved elsewhere in policy section.

8.3.13-2.11 Title of Emeritus/ or Emerita Title

The title of President Emeritus/ or President Emerita may be conferred only by the Board of Regents on the recommendation of the Chancellor. A pPresident of a University System of Georgia (USG) institution may, at his/ or her discretion, confer the title of emeritus/ or emerita on any retired faculty member or administrative officer who, at the time of retirement, had ten (10) or more years of honorable and distinguished USG service, provided, however, that the title of President Emeritus/a may be conferred only by the Board of Regents on the recommendation of the Chancellor (BoR Minutes, January 2009).

8.3.13 Reserved

[Reserved]

PROPOSED NEW POLICY LANGUAGE:

2.11 Title of Emeritus or Emerita

The title of President Emeritus or President Emerita may be conferred only by the Board of Regents on the recommendation of the Chancellor. A President of a University System of Georgia (USG) institution may, at his or her discretion, confer the title of emeritus or emerita on any retired faculty member or administrative officer who, at the time of retirement, had ten or more years of honorable and distinguished USG service.

8.3.13 Reserved

[Reserved]

2. Revision to the Policy Manual: Section 6 – Campus Affairs

In line with the goals of the Board of Regents' Policy Manual Review, the main purposes of the policy edits are to simplify Policy language, to provide for consistency in Policy provisions, and to increase the efficiency of the Board of Regents' Policy Manual.

CURRENT POLICY LANGUAGE:

12.8 Campus Security and Police

The Board of Regents recognizes it is essential to maintain the safety and security of the campus environment. Each USG institution has the responsibility to employ security and police policies, standards, and practices to minimize the risk of disruption to the campus community.

12.8.1 Institution Police Departments

Each institution shall establish and maintain a department responsible for providing patrol, investigative, communication, administrative, and campus community outreach services, and shall designate an individual to serve as the director of public safety or chief of police. The director or chief of police will be assigned the management responsibility and authority for conducting and coordinating security and police services. The director of public safety or chief of police shall consult with the USG chief of police on major organizational policies and procedures.

12.8.2 USG Chief of Police

The USG chief of police shall serve as a liaison to the Board of Regents on security and police service matters. The USG chief shall maintain guidelines that all USG institutions should consider in the development and implementation of security and police services.

12.8.3 Chief of Police Certification Requirements

Each director or chief of police at an institution shall be certified in accordance with the Georgia Peace Officer Standards and Training Council (POST) rules and regulations. Prior to employment, candidates for director or chief of police positions must meet the requirements for entry into the state mandated police academy and eligibility to obtain POST certification within 12 months of employment. Any changes in the individual's name, title, certification status and contact information will be provided to the USG chief of police.

12.8.4 Chief of Police Reporting Requirements

Each director or chief of police at an institution shall have a direct reporting relationship to a vice president or above of that institution. The president of each institution will determine the reporting relationship.

12.8.5 Personnel Actions: Chief of Police

The vice president or president of each institution shall consult with the USG chief on significant personnel actions involving the director of public safety or chief of police to include appointment, qualifications for the position, and termination.

12.8.6 Notification Requirements

Each institution shall notify the USG chief of police, or designee, upon receipt of any reports of significant crimes or threats reported to or known by the institution, and of any potential or actual events that may disrupt the operations of the campus community.

12.8.7 Police Department Assessment Program

The USG chief of police is responsible for the administration of a recurring program to assess USG departments responsible for providing security and police services.

EDITED POLICY LANGUAGE:

~~12.8~~ **6.15** Campus Security and Police

~~The Board of Regents recognizes it~~ It is essential to maintain the safety and security of the campus environment. Each **University System of Georgia (USG)** institution has the responsibility to employ security and police policies, standards, and practices to minimize the risk of disruption to the campus community.

~~12.8~~ **6.15.1** Institution Police Departments

Each **USG** institution shall establish and maintain a department responsible for providing patrol, investigative, communication, administrative, and campus community outreach services, and shall designate an individual to serve as the director of public safety or **Chief of Police**. The director or **Chief of Police** will be assigned the management responsibility and authority for conducting and coordinating security and police services. The **institution's** director of public

safety or eChief of pPolice shall consult with the USG eChief of pPolice on major organizational policies and procedures.

12.86.15.2 USG Chief of Police

The USG eChief of pPolice shall serve as a liaison to the Board of Regents on security and police service matters. The USG eChief shall maintain guidelines that all USG institutions should consider in the development and implementation of security and police services.

12.86.15.3 Chief of Police Certification Requirements

Each USG institution director of public safety or eChief of pPolice at an institution shall be certified in accordance with the Georgia Peace Officer Standards and Training Council (POST) rules and regulations. Prior to employment, candidates for director or eChief of pPolice positions must meet the requirements for entry into the state mandated police academy and be eligible to obtain POST certification within 12 months of employment. Any changes in the individual's name, title, certification status, and contact information will shall be provided to the USG eChief of pPolice.

12.86.15.4 Chief of Police Reporting Requirements

Each USG institution director of public safety or eChief of pPolice at an institution shall have a direct reporting relationship to a vice president or above more senior administrator of that institution. The pPresident of each institution will determine the reporting relationship.

12.86.15.5 Personnel Actions: for Institution Chiefs of Police

The vice president or pPresident of each USG institution shall consult with the USG eChief of Police on significant personnel actions involving the institution director of public safety or eChief of pPolice, to including appointment, qualifications for the position, and termination.

12.86.15.6 Notification Requirements

Each USG institution shall notify the USG eChief of pPolice; or his or her designee; upon receipt of any reports of significant crimes or threats reported to or known by the institution; and of any potential or actual events that may disrupt the operations of the campus community.

12.8 6.15.7 Police Department Assessment Program

The USG Chief of Police is responsible for the administration of a recurring program to assess USG departments responsible for providing security and police services.

PROPOSED NEW POLICY LANGUAGE:

6.15 Campus Security and Police

It is essential to maintain the safety and security of the campus environment. Each University System of Georgia (USG) institution has the responsibility to employ security and police policies, standards, and practices to minimize the risk of disruption to the campus community.

6.15.1 Institution Police Departments

Each USG institution shall establish and maintain a department responsible for providing patrol, investigative, communication, administrative, and campus community outreach services, and shall designate an individual to serve as the director of public safety or Chief of Police. The director or Chief of Police will be assigned the management responsibility and authority for conducting and coordinating security and police services. The institution's director of public safety or Chief of Police shall consult with the USG Chief of Police on major organizational policies and procedures.

6.15.2 USG Chief of Police

The USG Chief of Police shall serve as a liaison to the Board of Regents on security and police service matters. The USG Chief shall maintain guidelines that all USG institutions should consider in the development and implementation of security and police services.

6.15.3 Chief of Police Certification Requirements

Each USG institution director of public safety or Chief of Police shall be certified in accordance with the Georgia Peace Officer Standards and Training Council (POST) rules and regulations. Prior to employment, candidates for director or Chief of Police positions must meet the requirements for entry into the state mandated police academy and be eligible to obtain POST certification within 12 months of employment. Any changes in the individual's name, title, certification status, and contact information shall be provided to the USG Chief of Police.

6.15.4 Chief of Police Reporting Requirements

Each USG institution director of public safety or Chief of Police shall have a direct reporting relationship to a vice president or more senior administrator of that institution. The President of each institution will determine the reporting relationship.

6.15.5 Personnel Actions for Institution Chiefs of Police

The vice president or President of each USG institution shall consult with the USG Chief of Police on significant personnel actions involving the institution director of public safety or Chief of Police, including appointment, qualifications for the position, and termination.

6.15.6 Notification Requirements

Each USG institution shall notify the USG Chief of Police or his or her designee upon receipt of any reports of significant crimes or threats reported to or known by the institution and of any potential or actual events that may disrupt the operations of the campus community.

6.15.7 Police Department Assessment Program

The USG Chief of Police is responsible for the administration of a recurring program to assess USG departments responsible for providing security and police services.

CURRENT POLICY LANGUAGE:

9.12.5 Emergency Planning and Preparedness

The Board of Regents considers emergency preparedness and planning activities essential for maintaining the safety and security of the campus environment at each institution. Each institution shall develop and maintain an emergency action/response plan to guide the institution in responding to public health, natural, and man-made hazards with the goal of mitigating risks to staff, students, faculty, and property. Each institution will provide an updated copy of their emergency action/response plan at least annually to the USG chief facilities officer or designee.

Each institution shall designate an individual as a representative to coordinate emergency preparedness and planning activities, share information with the University System Office, and to coordinate with the USG's emergency preparedness and planning activities. The individual's name, title, and contact information will be provided to the USG chief facilities officer and updated as required.

The USG chief facilities officer shall periodically update the Board on emergency planning and preparedness activities (BoR Minutes, June 2009).

9.12.6 Security

[Reserved]

EDITED POLICY LANGUAGE:

9.12.5 6.16 Emergency Planning and Preparedness

~~The Board of Regents considers e~~Emergency preparedness and planning activities ~~are~~ essential for maintaining the safety and security of the campus environment at each ~~University System of Georgia (USG)~~ institution. Each ~~USG~~ institution shall develop and maintain an emergency action/response plan to guide the institution in responding to public health, natural, and man-made hazards with the goal of mitigating risks to staff, students, faculty, and property. Each institution ~~will~~ ~~shall~~ provide an updated copy of their emergency action/response plan ~~at least annually~~ to the USG ~~e~~Chief of Police facilities officer or ~~his or her~~ designee ~~upon request~~.

Each ~~USG~~ institution shall designate an individual as a representative to coordinate emergency preparedness and planning activities, share information with the University System Office, and ~~to~~ coordinate with the USG's emergency preparedness and planning activities. The ~~institution~~ ~~shall provide the~~ individual's name, title, and contact information ~~will be provided~~ to the USG ~~e~~Chief of Police facilities officer ~~and updated as required~~.

The USG eChief of Police facilities officer shall periodically update the Board of Regents on emergency planning and preparedness activities (BoR Minutes, June 2009).

9.12.6 Security

(Last Modified on August 11, 2009)

[Reserved]

PROPOSED NEW POLICY LANGUAGE:

6.16 Emergency Planning and Preparedness

Emergency preparedness and planning activities are essential for maintaining the safety and security of the campus environment at each University System of Georgia (USG) institution. Each USG institution shall develop and maintain an emergency action/response plan to guide the institution in responding to public health, natural, and man-made hazards with the goal of mitigating risks to staff, students, faculty, and property. Each institution shall provide an updated copy of their emergency action/response plan to the USG Chief of Police or his or her designee upon request.

Each USG institution shall designate an individual as a representative to coordinate emergency preparedness and planning activities, share information with the University System Office, and coordinate with the USG's emergency preparedness and planning activities. The institution shall provide the individual's name, title, and contact information to the USG Chief of Police.

The USG Chief of Police shall periodically update the Board of Regents on emergency planning and preparedness activities.

CURRENT POLICY LANGUAGE:

12.5 Cooperative Organizations

Refer to [Section 17.0, Affiliated Organizations, of the Business Procedures Manual](#) for more information on cooperative organizations.

12.5.1 Definition

An organization is a cooperative organization if it:

1. Is organized or operated primarily
 - for the purpose of soliciting gifts or assisting a USG institution in soliciting gifts from third persons in the name of the USG institution or any of the institution's programs; or,
 - for soliciting grants and contracts or accepting grants or entering into contracts for research or services to be performed by or in conjunction with a USG institution or using the institution's facilities; or,
2. Bills or collects professional fees in the name of or in behalf of faculty members of a USG institution who provide professional services within the scope of their employment by the institution; or,
3. Includes officials, faculty, staff, or employees of a USG institution as ex officio members of the organization's board of directors or other governing structure; or,
4. Is formally designated as a cooperative organization by the Board of Regents or by the president of the relevant USG institution, and of those formally designated, certain cooperative organizations will be required to follow the Regents' Guiding Principles for Cooperative Organizations. The Board of Regents and the president will determine the cooperative organizations that must follow the Guiding Principles.

(BoR Minutes, June 2004)

12.5.2 Relationship Between Cooperative Organizations and USG Institutions

A relationship, whether formal or informal, between a USG institution and a cooperative organization may be maintained only if:

1. The relationship between the cooperative organization and the USG institution is in the best interest of the USG institution as determined by the Board of Regents and the president of the institution in consultation with the Chancellor (BoR Minutes, June 2004); and,
2. The financial records of the cooperative organization, including any audits, are available for inspection by the president of the USG institution or the president's designee; and,

3. Any use by the cooperative organization of the name of the USG institution, or of a symbol or trademark of the USG institution, is approved in advance by the president of the USG institution or the president's designee; and,
4. The cooperative organization annually presents evidence satisfactory to the president of the USG institution or the president's designee that the cooperative organization is adequately capitalized for any activities undertaken in the name of, for the benefit of, or in conjunction with the USG institution; and,
5. The cooperative organization annually presents evidence satisfactory to the president of the USG institution or the president's designee of insurance or self-insurance adequate in form and amounts to cover foreseeable liability arising from activities undertaken in the name of, for the benefit of, or in conjunction with the USG institution; and,
6. There is a written general agreement or memorandum of understanding between the USG institution and the cooperative organization describing each party's responsibilities so that it is clear to third parties dealing with the cooperative organization that the organization is acting as a legal entity separate from the USG institution; and,
7. Actions of the USG institution's officials, faculty, staff, or employees pursuant to the relationship are consistent with policies established by the Board of Regents and the USG institution regarding conflicts of interest, outside activities, and other matters (BoR Minutes 1988-89, pp. 150-151); and
8. Not less than every two years, the president of the institution documents that he or she has reviewed the relationship between the institution and the cooperative organization and that all provisions of this policy are met to the president's satisfaction. (BoR Minutes, Aug. 2014).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section.

~~12.5~~ **6.17** Cooperative Organizations

Refer to [Section 17.0, Affiliated Organizations, of the Business Procedures Manual](#) for more information on cooperative organizations.

~~12.5.1~~ **6.17.1** Definition

An organization is a cooperative organization if it:

1. Is organized or operated primarily:
 - for the purpose of soliciting gifts or assisting **the University System of Georgia (USG)** or a USG institution in soliciting gifts from third persons in the name of the USG institution or any of the institution's programs; or,
 - for soliciting grants and contracts or accepting grants or entering into contracts for research or services to be performed by or in conjunction with a USG institution or using the institution's facilities; or,

2. Bills or collects professional fees in the name of or ~~in~~ on behalf of ~~faculty members~~ of a USG ~~employee~~ institution who provides professional services within the scope of their employment by the institution; ~~or~~;
3. Includes officials, faculty, staff, or employees of a USG institution as ex officio members of the organization's board of directors or other governing structure; ~~or~~;
4. Is formally designated as a cooperative organization by the Board of Regents, ~~the Chancellor~~, or by the ~~p~~President of the relevant USG institution, ~~and of those formally designated, certain cooperative organizations will be required to follow the Regents' Guiding Principles for Cooperative Organizations. The Board of Regents, the Chancellor, or and the p~~President of the relevant USG institution ~~will~~ may designate *certain* ~~determine the cooperative organizations that must are required to follow the Regents' Guiding Principles~~ *for Cooperative Organizations*.

(~~BoR Minutes, June 2004~~)

~~12.5~~ 6.17.2 Relationship Between Cooperative Organizations and ~~the~~ USG ~~and its~~ Institutions

A relationship, whether formal or informal, between ~~the USG or~~ a USG institution and a cooperative organization may be maintained only if:

1. The relationship ~~between the cooperative organization and the USG institution~~ is in the best interest of ~~the USG or~~ the USG institution as determined by the Board of Regents and the ~~p~~President of the ~~relevant~~ institution in consultation with the Chancellor (~~BoR Minutes, June 2004~~); ~~and~~;
2. The financial records of the cooperative organization, including any audits, are available for inspection by ~~the Chancellor and~~ the ~~p~~President of the USG institution or the ~~p~~President's designee; ~~and~~;
3. Any use by the cooperative organization of the name of the USG ~~or a USG~~ institution, or of a symbol or trademark of the USG ~~or a USG~~ institution, is approved in advance by ~~the Chancellor, the p~~President of the USG institution, or the ~~p~~President's designee; ~~and~~;
4. The cooperative organization annually presents evidence satisfactory to the ~~p~~President of the USG institution or the ~~p~~President's designee that the cooperative organization is adequately capitalized for any activities undertaken in the name of, for the benefit of, or in conjunction with the USG institution; ~~and~~;
5. The cooperative organization annually presents evidence satisfactory to the ~~p~~President of the USG institution or the president's designee of insurance or self-insurance adequate in form and amounts to cover foreseeable liability arising from activities undertaken in the name of, for the benefit of, or in conjunction with the USG institution; ~~and~~;
6. There is a written general agreement or memorandum of understanding between the USG institution and the cooperative organization describing each party's responsibilities so that it is clear to third parties dealing with the cooperative organization that the organization is acting as a legal entity separate from the USG institution; ~~and~~;
7. Actions of the USG institution's officials, faculty, staff, or employees pursuant to the relationship are consistent with policies established by the Board of Regents and the USG

institution regarding conflicts of interest, outside activities, and other matters (~~BoR Minutes 1988-89, pp. 150-151~~); and,

8. Not less than every two years, the pPresident of the institution documents that he or she has reviewed the relationship between the institution and the cooperative organization and that all provisions of this policy are met to the pPresident's satisfaction. (~~BoR Minutes, Aug. 2014~~).

PROPOSED NEW POLICY LANGUAGE:

6.17 Cooperative Organizations

6.17.1 Definition

An organization is a cooperative organization if it:

1. Is organized or operated primarily:
 - for the purpose of soliciting gifts or assisting the University System of Georgia (USG) or a USG institution in soliciting gifts from third persons in the name of the USG institution or any of the institution's programs; or,
 - for soliciting grants and contracts or accepting grants or entering into contracts for research or services to be performed by or in conjunction with a USG institution or using the institution's facilities;
2. Bills or collects professional fees in the name of or ion behalf of a USG employee who provides professional services within the scope of their employment by the institution;
3. Includes officials, faculty, staff, or employees of a USG institution as ex officio members of the organization's board of directors or other governing structure; or,
4. Is formally designated as a cooperative organization by the Board of Regents, the Chancellor, or by the President of the relevant USG institution. The Board of Regents, the Chancellor, or the President of the relevant USG institution may designate certain cooperative organizations that are required to follow the Regents' Guiding Principles for Cooperative Organizations.

6.17.2 Relationship Between Cooperative Organizations and the USG and its Institutions

A relationship, whether formal or informal, between the USG or a USG institution and a cooperative organization may be maintained only if:

1. The relationship is in the best interest of the USG or the USG institution as determined by the Board of Regents and the President of the relevant institution in consultation with the Chancellor;

2. The financial records of the cooperative organization, including any audits, are available for inspection by the Chancellor and the President of the USG institution or the President's designee;
3. Any use by the cooperative organization of the name of the USG or a USG institution, or of a symbol or trademark of the USG or a USG institution, is approved in advance by the Chancellor, the President of the USG institution, or the President's designee;
4. The cooperative organization annually presents evidence satisfactory to the President of the USG institution or the President's designee that the cooperative organization is adequately capitalized for any activities undertaken in the name of, for the benefit of, or in conjunction with the USG institution;
5. The cooperative organization annually presents evidence satisfactory to the President of the USG institution or the president's designee of insurance or self-insurance adequate in form and amounts to cover foreseeable liability arising from activities undertaken in the name of, for the benefit of, or in conjunction with the USG institution;
6. There is a written general agreement or memorandum of understanding between the USG institution and the cooperative organization describing each party's responsibilities so that it is clear to third parties dealing with the cooperative organization that the organization is acting as a legal entity separate from the USG institution;
7. Actions of the USG institution's officials, faculty, staff, or employees pursuant to the relationship are consistent with policies established by the Board of Regents and the USG institution regarding conflicts of interest, outside activities, and other matters; and,
8. Not less than every two years, the President of the institution documents that he or she has reviewed the relationship between the institution and the cooperative organization and that all provisions of this policy are met to the President's satisfaction.

4. Delegation of Authority

Delegating authority to the Chancellor to act on behalf of the Board between meetings.

**BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA
270 WASHINGTON STREET, S.W.
ATLANTA, GEORGIA 30334-1450**

**A RESOLUTION OF
THE BOARD OF REGENTS OF THE UNIVERSITY SYSTEM OF GEORGIA**

WHEREAS, the Board of Regents of the University System of Georgia desires to delegate to the Chancellor authority to take actions on behalf of the Board between meetings of the Board;

WHEREAS, there are certain time sensitive actions that need to be taken before a scheduled meeting of the Board;

WHEREAS, the Board would like to delegate to the Chancellor authority to take such actions after consultation with the Chair and the Vice Chair;

WHEREAS, should the Chancellor take such action pursuant to this delegated authority, the appropriate committee of the Board should be notified at its next meeting; and

WHEREAS, this delegation of authority shall be limited to one year and may be renewed annually or terminated at any point by the Board.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents of the University System of Georgia, hereby delegates to the Chancellor the authority to take actions otherwise required of the Board at times between meetings;

FURTHER, RESOLVED, that before taking any such action pursuant to delegated authority the Chancellor shall consult with the Chair and Vice Chair;

FURTHER, RESOLVED, that any action taken pursuant to delegated authority shall be reported to the Board, or appropriate committee thereof, during the Board meeting immediately following such action; and

FURTHER, RESOLVED, that this delegated authority shall expire after one year, or sooner if desired by the Board, and it may be renewed annually thereafter.

RESOLVED this 18th day of April 2018 in Atlanta, Georgia.

Chair, Board of Regents of
The University System of Georgia

Secretary, Board of Regents of
The University System of Georgia

5. Executive Session

The committee will enter executive session to discuss pending applications for review. These are made to the Board of Regents Office of Legal Affairs pursuant to Policy 8.6 Applications for Discretionary Review and are typically personnel matters and issues of academic status.

AGENDA

COMMITTEE ON PERSONNEL AND BENEFITS

April 17, 2018

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APPROVAL ITEMS

1. Revision to the Board Policy Manual: Section 8.2 – General Policies for all Personnel

In line with the goals of the ongoing Board of Regents' Policy Manual Review, the main purposes of the policy edits are to simplify Policy language, to provide for consistency in Policy provisions, and to increase the efficiency of the Board Policy Manual.

CURRENT POLICY LANGUAGE:

8.2.10 Worker's Compensation Benefits

All USG employees shall be covered under provisions of the Worker's Compensation Act.

EDITED POLICY LANGUAGE:

8.2.10 Worker's Compensation Benefits

All University System of Georgia (USG) employees shall be covered under provisions of the Worker's Compensation Act.

PROPOSED NEW POLICY LANGUAGE:

8.2.10 Workers' Compensation Benefits

All University System of Georgia (USG) employees shall be covered under provisions of the Workers' Compensation Act.

CURRENT POLICY LANGUAGE:

8.2.11 Social Security

Terms, conditions, requirements, reservations, benefits, privileges, and other conditions of Title II of the Social Security Act, as amended, shall apply to all USG officers and employees except those specifically excluded under the agreements with the Employee's Retirement System of Georgia providing coverages.

Under agreements between the Employees' Retirement System of Georgia and the Board of Regents of the University System of Georgia, Social Security coverage was extended to the following classes of employees:

1. All employees eligible for the Teachers Retirement System of Georgia.
2. All temporary, seasonal, or intermittent employees whose work hours constitute a normal full-time working period.

The following employees are not covered by Social Security:

1. Student assistants
2. Graduate assistants
3. Laboratory assistants
4. Employees working less than half-time

Non-immigrant aliens may be exempt, in accordance with the provisions of their visas.

There shall be withheld from any salary or compensation due any employee covered by Social Security a percentage of salary, wage, or compensation required to be withheld by the Act, whether computed in cash, quarters, subsistence, or in kind and reserved in an institutional agency account for quarterly remittance to the Employees' Retirement System of Georgia. Rules and regulations of the Employees' Retirement System of Georgia for administration of the Act shall be followed.

EDITED POLICY LANGUAGE:

8.2.11 Social Security

~~Terms, conditions, requirements, reservations, benefits, privileges, and other conditions of Title II of the Social Security Act, as amended, shall apply to all~~ University System of Georgia (USG) ~~officers and employees except those specifically excluded under the agreements with~~ *between* the

Employee's' Retirement System of Georgia *and the Board of Regents of the University System of Georgia*, which include ~~providing coverages~~.

~~Under agreements between the Employees' Retirement System of Georgia and the Board of Regents of the University System of Georgia, Social Security coverage was extended to the following classes of employees:~~

1. All employees eligible for the Teachers Retirement System of Georgia; and,
2. All temporary, seasonal, or intermittent employees whose work hours constitute a normal full-time working period.

~~Additionally, the following employees are not covered by Social Security:~~

1. Student assistants;
2. Graduate assistants;
3. Laboratory assistants; and,
4. Employees working less than half-time.

Non-immigrant aliens may be exempt, in accordance with the provisions of their visas.

There shall be withheld from any salary or compensation due any employee covered by Social Security a percentage of salary, wage, or compensation required to be withheld by the Act, whether computed in cash, quarters, subsistence, or in kind and reserved in an institutional agency account for quarterly remittance to the Employees' Retirement System of Georgia. Rules and regulations of the Employees' Retirement System of Georgia for administration of the Act shall be followed.

PROPOSED NEW POLICY LANGUAGE:

8.2.11 Social Security

Title II of the Social Security Act, as amended, shall apply to all University System of Georgia (USG) employees except those specifically excluded under agreements between the Employee's' Retirement System of Georgia and the Board of Regents of the University System of Georgia, which include the following classes of employees:

1. All employees eligible for the Teachers Retirement System of Georgia; and,
2. All temporary, seasonal, or intermittent employees whose work hours constitute a normal full-time working period.

Additionally, the following employees are not covered by Social Security:

1. Student assistants;
2. Graduate assistants;
3. Laboratory assistants; and,
4. Employees working less than half-time.

Non-immigrant aliens may be exempt, in accordance with the provisions of their visas.

There shall be withheld from any salary or compensation due any employee covered by Social Security a percentage of salary, wage, or compensation required to be withheld by the Act, whether computed in cash, quarters, subsistence, or in kind and reserved in an institutional agency account for quarterly remittance to the Employees' Retirement System of Georgia. Rules and regulations of the Employees' Retirement System of Georgia for administration of the Act shall be followed.

CURRENT POLICY LANGUAGE:

8.2.14 Garnishment of Pay

Each institution shall establish procedures to counsel with employees who fail to meet their personal financial obligations. Repeated instances of default in payment by USG employees shall be considered sufficient grounds to terminate for cause (BoR Minutes, February, 2007).

USG institutions are authorized to withhold paychecks or deduct from paychecks amounts owed by employees of the institution for any fine, fee, penalty or other financial obligation(s) to the institution of employment.

EDITED POLICY LANGUAGE:8.2.14¹³ Garnishment of Pay

Each **University System of Georgia (USG)** institution shall establish procedures to counsel ~~with~~ employees who fail to meet their personal financial obligations. Repeated instances of default in payment by USG employees shall be considered sufficient grounds to terminate **employment** for cause ~~(BoR Minutes, February, 2007)~~.

The USG and any of its institutions ~~are authorized to~~ **may** withhold paychecks or deduct from paychecks amounts owed by **USG** employees ~~of the institution~~ for any fine, fee, penalty, or other financial obligation(s) to the **USG or any of its** institutions **and shall withhold any amounts required by a validly issued court order** ~~of employment~~.

PROPOSED NEW POLICY LANGUAGE:

8.2.13 Garnishment of Pay

Each University System of Georgia (USG) institution shall establish procedures to counsel employees who fail to meet their personal financial obligations. Repeated instances of default in payment by USG employees shall be considered sufficient grounds to terminate employment for cause.

The USG and any of its institutions may withhold paychecks or deduct from paychecks amounts owed by USG employees for any fine, fee, penalty, or other financial obligation to the USG or any of its institutions and shall withhold any amounts required by a validly issued court order.

CURRENT POLICY LANGUAGE:**8.2.24 Policy on Salary Administration and Incentive Rewards Program**

Each USG institution shall establish a compensation plan consistent with the guidelines issued in the Human Resources Administrative Practices Manual. Institutional compensation plans must be approved by the president or designee and developed in consultation with the institution's chief human resources officer and chief business officer. Institutions may establish incentive compensation programs consistent with state law, Board Policy, and applicable procedures, however, institutional incentive compensation programs must be reviewed and approved by the USG Offices of Fiscal Affairs and Human Resources.

Institutions may adjust employee compensation as a result of multiple factors to include merit adjustments, promotions, position reclassification, counter-offers, in-range adjustments, etc. Adjustments to employee compensation is an institutional decision and should be consistent with the approved institutional compensation plan. However, cumulative fiscal year adjustments greater than or equal to ten percent above the percentage increase authorized in the Board's annual salary and wage administration policy must be approved in advance by the Chancellor.

USG employees shall be paid exclusively by the USG institution(s) from state appropriations and/or other appropriate fund sources held by the institution for work performed on behalf of their USG position.

EDITED POLICY LANGUAGE:**8.2.24¹⁴ Policy on Salary Administration and Incentive Rewards Program**

Each **University System of Georgia (USG)** institution shall establish a compensation plan consistent with the guidelines issued in the Human Resources Administrative Practices Manual. Institutional compensation plans must be approved by the **p**President or **his or her** designee and developed in consultation with the institution's chief human resources officer and chief business officer. Institutions may establish incentive compensation programs consistent with state law, Board Policy, and applicable procedures, however, institutional incentive compensation programs must be reviewed and approved by the USG Offices of Fiscal Affairs and Human Resources.

Institutions may adjust employee compensation as a result of multiple factors, **to include, but not limited to,** merit adjustments, promotions, position reclassification, counter-offers, in-range adjustments, **etc.** Adjustments to employee compensation is an institutional decision and should be consistent with the approved institutional compensation plan. However, cumulative fiscal year adjustments greater than or equal to ten percent above the percentage increase authorized in the Board's **USG's annual salary and wage administration policy guidance** must be approved in advance by the Chancellor.

USG employees shall be paid exclusively by the USG institution(s) or institutions at which they are employed from state appropriations and/or other appropriate fund sources held by the institution for work performed on behalf of their USG position.

PROPOSED NEW POLICY LANGUAGE:

8.2.14 Salary Administration and Incentive Rewards Program

Each University System of Georgia (USG) institution shall establish a compensation plan consistent with the guidelines issued in the Human Resources Administrative Practices Manual. Institutional compensation plans must be approved by the President or his or her designee and developed in consultation with the institution's chief human resources officer and chief business officer. Institutions may establish incentive compensation programs consistent with state law, Board Policy, and applicable procedures, however, institutional incentive compensation programs must be reviewed and approved by the USG Offices of Fiscal Affairs and Human Resources.

Institutions may adjust employee compensation as a result of multiple factors, including, but not limited to, merit adjustments, promotions, position reclassification, counter-offers, in-range adjustments. Adjustments to employee compensation is an institutional decision and should be consistent with the approved institutional compensation plan. However, cumulative fiscal year adjustments greater than or equal to ten percent above the percentage increase authorized in the USG's salary and wage guidance must be approved in advance by the Chancellor.

USG employees shall be paid exclusively by the USG institution or institutions at which they are employed from state appropriations and/or other appropriate fund sources held by the institution for work performed on behalf of their USG position.

CURRENT POLICY LANGUAGE:

8.2.17 Career Development

The Board of Regents of the University System of Georgia is committed to the continued professional growth and development of USG personnel.

Faculty, staff, and administrators are encouraged to participate in development activities and study. Career development opportunities may include, but are not limited to, the following examples of program offerings:

1. Tuition Assistance Program (BoR Minutes, September 2004);
2. Courses offered through Continuing Education;
3. Courses offered through a Technical College System of Georgia (TCSG) institution;
4. External professional programs and conferences; and,
5. System-wide/institutional faculty and staff professional development programs.

Each USG institution shall commit at least one percent (1%) of full-time employee salaries to be used for faculty and staff development. This one percent will be matched by state appropriated funds to the extent that funds are available (BoR Minutes, April 2002).

EDITED POLICY LANGUAGE:8.2.17¹⁵ Career Development

The Board of Regents ~~of the University System of Georgia~~ is committed to the continued professional growth and development of **University System of Georgia (USG)** personnel.

Faculty, staff, and administrators are encouraged to participate in development activities and study. Career development opportunities may include, but are not limited to, the following ~~examples of program offerings~~:

1. Tuition Assistance Program ~~(BoR Minutes, September 2004)~~;
2. Courses offered through Continuing Education;
3. Courses offered through a Technical College System of Georgia (TCSG) institution;
4. External professional programs and conferences; and,
5. System-wide/ **or** institutional faculty and staff professional development programs.

Each USG institution shall commit **an appropriate amount of funds** ~~at least one percent (1%) of full-time employee salaries to be used~~ for faculty and staff development, **which** ~~This one percent will be matched by state appropriated funds to the extent that funds are available (BoR Minutes, April 2002).~~

PROPOSED NEW POLICY LANGUAGE:

8.2.15 Career Development

The Board of Regents is committed to the continued professional growth and development of University System of Georgia (USG) personnel. Faculty, staff, and administrators are encouraged to participate in development activities and study. Career development opportunities may include, but are not limited to, the following:

1. Tuition Assistance Program;
2. Courses offered through Continuing Education;
3. Courses offered through a Technical College System of Georgia (TCSG) institution;
4. External professional programs and conferences; and,
5. System-wide or institution faculty and staff professional development programs.

Each USG institution shall commit an appropriate amount of funds for faculty and staff development, which will be matched by state appropriated funds to the extent that funds are available.

CURRENT POLICY LANGUAGE:

8.2.18 Voluntary Disclosure of Drug Use

If, prior to arrest for an offense involving a controlled substance, marijuana, or a dangerous drug, an employee notifies his or her immediate supervisor that he or she illegally uses a controlled substance, marijuana, or a dangerous drug and is receiving or agrees to receive treatment under a drug abuse and education program approved by the institution president, such employee shall be retained by the institution for up to one (1) year as long as the employee follows the treatment plan. Retention of such employee shall be conditioned upon satisfactory completion of the program.

The employee's work activities may be restructured if in the opinion of the immediate supervisor it is deemed advisable. The rights herein granted shall be available to a System employee only once during a five (5)-year period and shall not apply to any employee who has refused to be tested or who has tested positive for a controlled substance, marijuana, or a dangerous drug (BoR Minutes, 1989-90, p. 389).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section. Struck-through language in italics moved elsewhere in policy section.

8.2.18¹⁷ Voluntary Disclosure of Drug Use

If, prior to arrest for an offense involving a controlled substance, marijuana, or a dangerous drug, an employee notifies his or her immediate supervisor that he or she illegally uses a controlled substance, marijuana, or a dangerous drug and is receiving or agrees to receive treatment under a drug abuse and education program approved by the institution ~~President~~ **or by the Chancellor**, such employee shall **not have his or her employment terminated** ~~be retained by the institution or the University System Office on account of the drug use that was voluntarily disclosed~~ for up to one ~~(1)~~ year **from disclosure** as long as the employee follows the treatment plan. Retention of such employee shall be conditioned upon satisfactory completion of the program.

The employee's work activities may be restructured if ~~in the opinion of the immediate supervisor~~ it is deemed advisable **in the opinion of the employee's immediate supervisor in consultation with Human Resources, the institution President, or the Chancellor**. The rights herein granted shall be available to a **University System of Georgia** employee only once during a five~~(5)~~-year period and shall not apply to any employee who has refused to be tested or who has tested positive for **use of** a controlled substance, marijuana, or a dangerous drug ~~(BoR Minutes, 1989-90, p. 389)~~.

PROPOSED NEW POLICY LANGUAGE:

8.2.17 Voluntary Disclosure of Drug Use

If, prior to arrest for an offense involving a controlled substance, marijuana, or a dangerous drug, an employee notifies his or her immediate supervisor that he or she illegally uses a controlled substance, marijuana, or a dangerous drug and is receiving or agrees to receive treatment under a drug abuse and education program approved by the institution President or by the Chancellor, such employee shall not have his or her employment terminated by the institution or the University System Office on account of the drug use that was voluntarily disclosed for up to one year from disclosure as long as the employee follows the treatment plan. Retention of such employee shall be conditioned upon satisfactory completion of the program.

The employee's work activities may be restructured if it is deemed advisable in the opinion of the employee's immediate supervisor in consultation with Human Resources, the institution President, or the Chancellor. The rights herein granted shall be available to a University System of Georgia employee only once during a five-year period and shall not apply to any employee who has refused to be tested or who has tested positive for use of a controlled substance, marijuana, or a dangerous drug.

2. Revision to the Board Policy Manual: Section 8.2.16 – Use of University System of Georgia Resources (Currently 7.11.9)

In line with the goals of the ongoing Board of Regents' Policy Manual Review, the main purposes of the policy edits are to simplify Policy language, to provide for consistency in Policy provisions, and to increase the efficiency of the Board Policy Manual.

CURRENT POLICY LANGUAGE:

7.11.9 Home or Off-Campus Use of USG Equipment for Business Purposes

USG property such as portable personal computers or similar items may be removed from an institution to the home of an employee or an off-campus site when the purpose is for business only. Such use shall be tightly controlled, and documentation as to the location and use shall be available at all times (BoR Minutes, 1990-91, pp. 378-79).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section. Struck-through language in italics moved elsewhere in policy section.

~~7.11.9 Home or Off-Campus Use of USG Equipment for Business Purposes~~

8.2.16 Use of University System of Georgia Resources

University System of Georgia (USG) resources may *only* be used in furtherance of authorized USG property such as portable personal computers or similar items may be removed from an institution to the home of an employee or an off-campus site when the purpose is for business *only*. Such use shall be tightly controlled; and employees must be able to provide information as to the location of all USG equipment upon request documentation as to the location and use shall be available at all times (BoR Minutes, 1990-91, pp. 378-79).

PROPOSED NEW POLICY LANGUAGE:

8.2.16 Use of University System of Georgia Resources

University System of Georgia (USG) resources may only be used in furtherance of authorized USG business. Such use shall be tightly controlled and employees must be able to provide information as to the location of all USG equipment upon request.

3. Revision to the Board Policy Manual: Section 8.2.18 – Personnel Conduct

In line with the goals of the ongoing Board of Regents' Policy Manual Review, the main purposes of the policy edits are to simplify Policy language, to provide for consistency in Policy provisions, and to increase the efficiency of the Board Policy Manual.

CURRENT POLICY LANGUAGE:

8.2.20 University System of Georgia Ethics Policy

8.2.20.1 Introduction

The USG is committed to the highest ethical and professional standards of conduct in pursuit of its mission to create a more educated Georgia. Accomplishing this mission demands integrity, good judgment and dedication to public service from all members of the USG community.

While the USG affirms each person's accountability for individual actions, it also recognizes that the shared mission and the shared enterprise of its institutions require a shared set of core values and ethical conduct to which each member of the USG community must be held accountable. Furthermore, the USG acknowledges that an organizational culture grounded in trust is essential to supporting these core values and ethical conduct.

The following Statement of Core Values and Code of Conduct are intended to build, maintain and protect that trust, recognizing that each member of the USG community is responsible for doing his/her part by upholding the highest standards of competence and character.

8.2.20.2 Applicability

The USG Ethics Policy applies to all members of the USG community. The USG community includes:

1. All members of the Board of Regents;
2. All individuals employed by, or acting on behalf of, the USG or one of the USG institutions, including volunteers, vendors, and contractors; and,
3. Members of the governing boards and employees of all cooperative organizations affiliated with the USG or one of its institutions.

Members of the Board of Regents and all individuals employed by the USG or one of its institutions in any capacity shall participate in USG Ethics Policy training, and shall certify compliance with the USG Ethics Policy on a periodic basis as provided in the USG Business Procedures Manual. Cooperative organizations, vendors, and

contractors shall certify compliance with the USG Ethics Policy by written agreement as provided in the USG Business Procedures Manual.

The USG Ethics Policy governs only official conduct performed by or on behalf of the USG. Violations of the USG Ethics Policy may result in disciplinary action including dismissal or termination.

8.2.20.3 Statement of Core Values

Every member of the USG community is required to adhere to the USG Statement of Core Values – Integrity, Excellence, Accountability, and Respect – that form and guide the daily work of the organization.

1. **Integrity** – We will be honest, fair, impartial and unbiased in our dealings both with and on behalf of the USG.
2. **Excellence** – We will perform our duties to foster a culture of excellence and high quality in everything we do.
3. **Accountability** – We firmly believe that education in the form of scholarship, research, teaching, service and developing others is a public trust. We will live up to this trust through safeguarding our resources and being good stewards of the human, intellectual, physical and fiscal resources given to our care.
4. **Respect** – We recognize the inherent dignity and rights of every person, and we will do our utmost to fulfill our resulting responsibility to treat each person with fairness, compassion and decency.

8.2.20.4 Purpose of the Code of Conduct

The USG recognizes that each member of the USG community attempts to live by his or her own values, beliefs and ethical decision-making processes. The purpose of the Code of Conduct is to guide members of the USG community in applying the underlying USG Statement of Core Values to the decisions and choices that are made in the course of everyday endeavors. Each USG institution must ensure that its institutional ethics policies are consistent with this USG Ethics policy.

8.2.20.5 Code of Conduct

We will:

1. Uphold the highest standards of intellectual honesty and integrity in the conduct of teaching, research, service and grants administration.
2. Act as good stewards of the resources and information entrusted to our care.

3. Perform assigned duties and professional responsibilities in such a manner so as to further the USG mission.
4. Treat fellow employees, students and the public with dignity and respect.
5. Refrain from discriminating against, harassing or threatening others.
6. Comply with all applicable laws, rules, regulations and professional standards.
7. Respect the intellectual property rights of others.
8. Avoid improper political activities as defined in law and Board of Regents Policy.
9. Protect human health and safety and the environment in all USG operations and activities.
10. Report wrongdoing to the proper authorities; refrain from retaliating against those who do report violations; and cooperate fully with authorized investigations.
11. Disclose and avoid improper conflicts of interest.
12. Refrain from accepting any gift or thing of value in those instances prohibited by law or Board of Regents policy.
13. Not use our position or authority improperly to advance the interests of a friend or relative.

8.2.20.6 Interpretation and Sources

The Statement of Core Values and Code of Conduct do not address every conceivable situation or ethical dilemma that may be faced by members of the USG community. Members of the USG community are expected to exercise good judgment absent specific guidance from this policy or other applicable laws, rules and regulations.

Specific questions pertaining to the Statement of Core Values or Code of Conduct should be directed to a supervisor or other competent authority at the University System Office or at the institution's office of Legal Affairs, Internal Audit, Compliance, Human Resources, Academic Affairs, or other appropriate office.

There are also multiple sources of authority that address specific questions or situations. Examples include:

1. [Board of Regents Policy Manual](#)
2. [Board of Regents Business Procedures Manual](#)
3. [Board of Regents Human Resources Administrative Practice Manual](#)
4. Institutional policies, handbooks and procedures
5. State Laws and Regulations

6. Federal Laws and Regulations

Further specific explanatory notes and references may be found on the USG's website at <http://www.usg.edu/audit/compliance/ethics/> or its successor reference (BoR Minutes, November 2008).

EDITED POLICY LANGUAGE:

8.2.2018 University System of Georgia Ethics Policy Personnel Conduct

8.2.2018.1 Introduction Ethics Policy

The University System of Georgia (USG) is committed to the highest ethical and professional standards of conduct in pursuit of its mission to create a more educated Georgia. Accomplishing this mission demands integrity, good judgment, and dedication to public service from all members of the USG community.

While the USG affirms each person's accountability for individual actions, it also recognizes that the shared mission and the shared enterprise of its institutions require a shared set of core values and ethical conduct to which each member of the USG community must be held accountable. Furthermore, the USG acknowledges that an organizational culture grounded in trust is essential to supporting these core values and ethical conduct.

The following Statement of Core Values and Code of Conduct are intended to build, maintain, and protect that trust, recognizing that each member of the USG community is responsible for doing his/ or her part by upholding the highest standards of competence and character.

8.2.20.218.1.1 Applicability

The USG Ethics Policy applies to all members of the USG community, which. The USG community includes:

1. All members of the Board of Regents;
2. All individuals employed by, or acting on behalf of, the USG or one of the USG institutions, including volunteers, vendors, and contractors; and,
3. Members of the governing boards and employees of all cooperative organizations affiliated with the USG or one of its institutions.

Members of the Board of Regents and all individuals employed by the USG or one of its institutions in any capacity shall participate in USG Ethics Policy training, and shall certify compliance with the USG Ethics Policy on a periodic basis, as provided in the USG Business

Procedures Manual. Cooperative organizations, vendors, and contractors shall certify compliance with the USG Ethics Policy by written agreement as provided in the USG Business Procedures Manual.

The USG Ethics Policy governs only official conduct performed by or on behalf of the USG. ~~Violations of the USG Ethics Policy may result in disciplinary action including dismissal or termination.~~

8.2.20.3 **18.1.2** Statement of Core Values

Every member of the USG community is required to adhere to the USG Statement of Core Values – Integrity, Excellence, Accountability, and Respect – that form and guide the daily work of the organization.

1. **Integrity** – We will be honest, fair, impartial, and unbiased in our dealings both with and on behalf of the USG.
2. **Excellence** – We will perform our duties to foster a culture of excellence and high quality in everything we do.
3. **Accountability** – We firmly believe that education in the form of scholarship, research, teaching, service, and developing others is a public trust. We will live up to this trust through safeguarding our resources and being good stewards of the human, intellectual, physical, and fiscal resources given to our care.
4. **Respect** – We recognize the inherent dignity and rights of every person, and we will do our utmost to fulfill our resulting responsibility to treat each person with fairness, compassion, and decency.

8.2.20.4 **18.1.3** Purpose of the Code of Conduct

The USG recognizes that each member of the USG community attempts to live by his or her own values, beliefs, and ethical decision-making processes. The purpose of the Code of Conduct is to guide members of the USG community in applying the underlying USG Statement of Core Values to the decisions and choices that are made in the course of everyday endeavors. Each USG institution must ensure that its institutional ethics policies are consistent with this USG Ethics policy.

8.2.20.5 **18.1.4** Code of Conduct

We will:

1. Uphold the highest standards of intellectual honesty and integrity in the conduct of teaching, research, service, and grants administration.
2. Act as good stewards of the resources and information entrusted to our care.

3. Perform assigned duties and professional responsibilities in such a manner so as to further the USG mission.
4. Treat fellow employees, students, and the public with dignity and respect.
5. Refrain from discriminating against, harassing, or threatening others.
6. Comply with all applicable laws, rules, regulations, and professional standards.
7. Respect the intellectual property rights of others.
8. Avoid improper political activities as defined in law and Board of Regents Policy.
9. Protect human health and safety and the environment in all USG operations and activities.
10. Report wrongdoing to the proper authorities; refrain from retaliating against those who do report violations; and cooperate fully with authorized investigations.
11. Disclose and avoid improper conflicts of interest.
12. Refrain from accepting any gift or thing of value in those instances prohibited by law or Board of Regents' policy.
13. Not use our position or authority improperly to advance the interests of a friend or relative.

8.2.20.6 18.1.5 Interpretation and Sources

The Statement of Core Values and Code of Conduct do not address every conceivable situation or ethical dilemma that may be faced by members of the USG community. Members of the USG community are expected to exercise good judgment absent specific guidance from this policy or other applicable laws, rules, and regulations, and Board of Regents' policies and procedures.

Specific questions pertaining to the Statement of Core Values or Code of Conduct should be directed to a supervisor or other competent authority at the University System Office or at the institution's office of Legal Affairs, Internal Audit, Compliance, Human Resources, Academic Affairs, or other appropriate office.

~~There are also multiple sources of authority that address specific questions or situations. Examples include:~~

- ~~1. [Board of Regents Policy Manual](#)~~
- ~~2. [Board of Regents Business Procedures Manual](#)~~
- ~~3. [Board of Regents Human Resources Administrative Practice Manual](#)~~
- ~~4. Institutional policies, handbooks and procedures~~
- ~~5. State Laws and Regulations~~

~~6. Federal Laws and Regulations~~

Further specific explanatory notes and references may be found on the USG's website at <http://www.usg.edu/audit/compliance/ethics/> or its successor reference (BoR Minutes, November 2008).

PROPOSED NEW POLICY LANGUAGE:

8.2.18 Personnel Conduct

8.2.18.1 Ethics Policy

The University System of Georgia (USG) is committed to the highest ethical and professional standards of conduct in pursuit of its mission to create a more educated Georgia. Accomplishing this mission demands integrity, good judgment, and dedication to public service from all members of the USG community.

While the USG affirms each person's accountability for individual actions, it also recognizes that the shared mission and the shared enterprise of its institutions require a shared set of core values and ethical conduct to which each member of the USG community must be held accountable. Furthermore, the USG acknowledges that an organizational culture grounded in trust is essential to supporting these core values and ethical conduct.

The following Statement of Core Values and Code of Conduct are intended to build, maintain, and protect that trust, recognizing that each member of the USG community is responsible for doing his/ or her part by upholding the highest standards of competence and character.

8.2.18.1.1 Applicability

The USG Ethics Policy applies to all members of the USG community, which includes:

1. All members of the Board of Regents;
2. All individuals employed by, or acting on behalf of, the USG or one of the USG institutions, including volunteers, vendors, and contractors; and,
3. Members of the governing boards and employees of all cooperative organizations affiliated with the USG or one of its institutions.

Members of the Board of Regents and all individuals employed by the USG or one of its institutions in any capacity shall participate in USG Ethics Policy training, and shall certify compliance with the USG Ethics Policy on a periodic basis, as provided in the USG Business Procedures Manual. Cooperative organizations, vendors, and contractors shall certify compliance with the USG Ethics Policy by written agreement as provided in the USG Business Procedures Manual.

The USG Ethics Policy governs only official conduct performed by or on behalf of the USG.

8.2.18.1.2 Statement of Core Values

Every member of the USG community is required to adhere to the USG Statement of Core Values – Integrity, Excellence, Accountability, and Respect – that form and guide the daily work of the organization.

1. **Integrity** – We will be honest, fair, impartial, and unbiased in our dealings both with and on behalf of the USG.
2. **Excellence** – We will perform our duties to foster a culture of excellence and high quality in everything we do.
3. **Accountability** – We firmly believe that education in the form of scholarship, research, teaching, service, and developing others is a public trust. We will live up to this trust through safeguarding our resources and being good stewards of the human, intellectual, physical, and fiscal resources given to our care.
4. **Respect** – We recognize the inherent dignity and rights of every person, and we will do our utmost to fulfill our resulting responsibility to treat each person with fairness, compassion, and decency.

8.2.18.1.3 Purpose of the Code of Conduct

The USG recognizes that each member of the USG community attempts to live by his or her own values, beliefs, and ethical decision-making processes. The purpose of the Code of Conduct is to guide members of the USG community in applying the underlying USG Statement of Core Values to the decisions and choices that are made in the course of everyday endeavors. Each USG institution must ensure that its institutional ethics policies are consistent with this USG Ethics policy.

8.2.18.1.4 Code of Conduct

We will:

1. Uphold the highest standards of intellectual honesty and integrity in the conduct of teaching, research, service, and grants administration.
2. Act as good stewards of the resources and information entrusted to our care.
3. Perform assigned duties and professional responsibilities in such a manner so as to further the USG mission.
4. Treat fellow employees, students, and the public with dignity and respect.
5. Refrain from discriminating against, harassing, or threatening others.
6. Comply with all applicable laws, rules, regulations, and professional standards.
7. Respect the intellectual property rights of others.
8. Avoid improper political activities as defined in law and Board of Regents Policy.
9. Protect human health and safety and the environment in all USG operations and activities.
10. Report wrongdoing to the proper authorities,; refrain from retaliating against those who do report violations,; and cooperate fully with authorized investigations.
11. Disclose and avoid improper conflicts of interest.
12. Refrain from accepting any gift or thing of value in those instances prohibited by law or Board of Regents' policy.
13. Not use our position or authority improperly to advance the interests of a friend or relative.

8.2.18.1.5 Interpretation and Sources

The Statement of Core Values and Code of Conduct do not address every conceivable situation or ethical dilemma that may be faced by members of the USG community. Members of the USG community are expected to exercise good judgment absent specific guidance from this policy or other applicable laws, rules, ~~and~~ regulations, and Board of Regents' policies and procedures.

Specific questions pertaining to the Statement of Core Values or Code of Conduct should be directed to a supervisor or other competent authority at the University System Office or at the institution's office of Legal Affairs, Internal Audit, Compliance, Human Resources, Academic Affairs, or other appropriate office. Further specific explanatory notes and references may be found on the USG's website.

CURRENT POLICY LANGUAGE:

8.2.15 Outside Activities

A USG employee should avoid actual or apparent conflict of interests between his or her college or university obligations and his or her outside activities.

8.2.15.1 Occupational

A USG employee shall not engage in any occupation, pursuit, or endeavor which will interfere with the regular and punctual discharge of official duties.

All full-time faculty, administrators, and other professional staff members employed by a USG institution are expected to give full professional effort to their assignments of teaching, research, and service.

Professional employees are encouraged to participate in professional activity that does not interfere with the regular and punctual discharge of official duties provided the activity meets one of the following criteria:

1. It is a means of personal professional development;
2. It serves the community, state or nation; or,
3. It is consistent with the objectives of the institution.

For all activities, except single-occasion activities, the employee shall report in writing through official channels the proposed arrangements and secure the approval of the president or his/her designee prior to engaging in the activities. Such activities include consulting, teaching, speaking, and participating in business or service enterprises.

8.2.15.2 Consulting

Recognizing that teaching, research, and public service are the primary responsibilities of USG faculty members, it shall be considered reasonable and desirable for faculty members to engage in consulting activities, which are defined for purposes of this policy as any additional activity beyond duties assigned by the institution, professional in nature and based in the appropriate discipline for which the individual receives additional compensation during the contract year.

Each USG institution shall adopt guidelines governing consulting activities of faculty members which shall include the following:

1. A plan for reimbursing the institution for use of the institution's personnel, facilities, equipment and/or materials consistent with rates charged outside groups or persons.
2. A procedure for obtaining prior approval of the president or his/her designee.

3. A procedure for defining and prohibiting conflicts of interest.

8.2.15.3 Political

As responsible and interested citizens in a democratic society, USG employees are encouraged to fulfill their civic obligations and otherwise engage in the normal political processes of society. Nevertheless, it is inappropriate for USG personnel to manage or enter political campaigns while on duty to perform services for the USG or to hold elective political office at the state or federal level while employed by the USG.

Therefore, the following policies governing political activities are hereby adopted:

1. Employees may not manage or take an active part in a political campaign which interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. Employees may not hold elective political office at the state or federal level.
3. Employees seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office such person must resign prior to assuming office.
4. Employees may seek and hold elective office at other than the state or federal level, or appointive office, when such candidacy for or holding of the office does not conflict or interfere with the employee's duties and responsibilities to the institution or the USG.

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from Section 8.2.13. Struck-through language in italics moved to Section 8.2.18.3.

8.2.15-18.2 ~~Outside Activities~~ Conflicts of Interest and Conflicts of Commitment

8.2.15-18.2.1 ~~Occupational~~ Conflicts of Interest and Appearances of Conflicts of Interest

A Each University System of Georgia (USG) employee ~~should~~ *shall make every reasonable effort to* avoid actual or apparent conflicts of interests ~~and also the appearance of a conflict of interest between his or her college or university obligations and his or her outside activities.~~ *An appearance of a conflict exists when a reasonable person would conclude from the circumstances that the employee's ability to protect the public interest, or perform public duties, is compromised by a personal, financial, or business interest. An appearance of conflict can exist even in the absence of a legal conflict of interest. USG employees are referred to State Conflict of Interest Statutes*

O.C.G.A. § 45-10-20 through § 45-10-70 and institutional policies governing professional and outside activities.

8.2.15.1 ~~18.2.2~~ Occupational Conflicts of Commitment

A USG employee shall not engage in any occupation, pursuit, or endeavor ~~which~~ **that** will interfere with the regular and punctual discharge of **that employee's** official duties.

~~All full-time faculty, administrators, and other professional staff members employed by a USG institution are expected to give full professional effort to their assignments of teaching, research, and service.~~

~~Professional employees are encouraged to participate in professional activity that does not interfere with the regular and punctual discharge of official duties provided the activity meets one of the following criteria:~~

- ~~1. It is a means of personal professional development;~~
- ~~2. It serves the community, state or nation; or,~~
- ~~3. It is consistent with the objectives of the institution.~~

~~For all activities, except single occasion activities, the employee shall report in writing through official channels the proposed arrangements and secure the approval of the president or his/her designee prior to engaging in the activities. Such activities include consulting, teaching, speaking, and participating in business or service enterprises.~~

8.2.15.2 ~~18.2.3~~ Faculty Consulting

Recognizing that teaching, research, and public service are the primary responsibilities of USG faculty members, it ~~shall be considered~~ **is** reasonable and desirable for faculty members to engage in consulting activities, ~~which are defined for purposes of this policy as any~~ additional activity beyond duties assigned by the institution, **which are** professional in nature and based in the appropriate discipline for which the individual receives additional compensation during the contract year.

Each USG institution shall adopt guidelines governing consulting activities of faculty members which shall include the following:

1. A determination of what institutional resources may be used for consulting work;
2. A plan for reimbursing the institution for use of the institution's personnel, facilities, equipment, and/or materials consistent with rates charged outside groups or persons;
3. A procedure for obtaining prior approval of the **p**President or his/ **or** her designee; **and,**

4. A procedure for defining and prohibiting managing conflicts of interest and conflicts of commitment regarding faculty consulting.

8.2.15.3 Political

~~As responsible and interested citizens in a democratic society, USG employees are encouraged to fulfill their civic obligations and otherwise engage in the normal political processes of society. Nevertheless, it is inappropriate for USG personnel to manage or enter political campaigns while on duty to perform services for the USG or to hold elective political office at the state or federal level while employed by the USG.~~

~~Therefore, the following policies governing political activities are hereby adopted:~~

- ~~1. Employees may not manage or take an active part in a political campaign which interferes with the performance of duties or services for which he or she receives compensation from the USG.~~
- ~~2. Employees may not hold elective political office at the state or federal level.~~
- ~~3. Employees seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office such person must resign prior to assuming office.~~

~~Employees may seek and hold elective office at other than the state or federal level, or appointive office, when such candidacy for or holding of the office does not conflict or interfere with the employee's duties and responsibilities to the institution or the USG.~~

8.2.18.2.4 Disclosure

Each USG employee has an ongoing responsibility to report and fully disclose any personal, professional, or financial interests, relationships, or activities that has the potential to compromise an employee's objectivity in fulfilling the employees' responsibilities to the USG. Each USG employee must also report and fully disclose any financial and business interests that the employee or the employee's spouse, partner, parent, child, sibling, and any in-laws of any of the foregoing may have that relate to the USG employee's expertise or responsibilities as a USG employee.

8.2.18.2.5 Approval

Each University System Office employee must obtain written approval from the Chancellor prior to engaging in compensated outside activities that relate to an employee's expertise or responsibilities as a USG employee. Each USG institution employee must obtain written approval from the President of the institution or his or her designee prior to engaging in compensated outside activities that relate to an employee's expertise or responsibilities as a USG employee.

Such activities include consulting, teaching, speaking, and participating in business, professional, or service enterprises, but do not include service in the United States Armed Forces.

PROPOSED NEW POLICY LANGUAGE:

8.2.18.2 Conflicts of Interest and Conflicts of Commitment

8.2.18.2.1 Conflicts of Interest and Appearances of Conflicts of Interest

Each University System of Georgia (USG) employee shall make every reasonable effort to avoid actual or apparent conflicts of interests and also the appearance of a conflict of interest. An appearance of a conflict exists when a reasonable person would conclude from the circumstances that the employee's ability to protect the public interest, or perform public duties, is compromised by a personal, financial, or business interest. An appearance of conflict can exist even in the absence of a legal conflict of interest. USG employees are referred to State Conflict of Interest Statutes O.C.G.A. § 45-10-20 through § 45-10-70 and institutional policies governing professional and outside activities.

8.2.18.2.2 Conflicts of Commitment

A USG employee shall not engage in any occupation, pursuit, or endeavor that will interfere with the regular and punctual discharge of that employee's official duties.

8.2.18.2.3 Faculty Consulting

Recognizing that teaching, research, and public service are the primary responsibilities of USG faculty members, it is reasonable and desirable for faculty members to engage in additional activity beyond duties assigned by the institution, which are professional in nature and based in the appropriate discipline for which the individual receives additional compensation during the contract year.

Each USG institution shall adopt guidelines governing consulting activities of faculty members which shall include the following:

1. A determination of what institutional resources may be used for consulting work;
2. A plan for reimbursing the institution for use of the institution's personnel, facilities, equipment, and or materials consistent with rates charged outside groups or persons;
3. A procedure for obtaining prior approval of the President or his or her designee; and,
4. A procedure for defining and managing conflicts of interest and conflicts of commitment regarding faculty consulting.

8.2.18.2.4 Disclosure

Each USG employee has an ongoing responsibility to report and fully disclose any personal, professional, or financial interests, relationships, or activities that has the potential to compromise an employee's objectivity in fulfilling the employees' responsibilities to the USG. Each USG employee must also report and fully disclose any financial and business interests that the employee or the employee's spouse, partner, parent, child, sibling, and any in-laws of any of the foregoing may have that relate to the USG employee's expertise or responsibilities as a USG employee.

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CURRENT POLICY LANGUAGE:

8.2.15.3 Political

As responsible and interested citizens in a democratic society, USG employees are encouraged to fulfill their civic obligations and otherwise engage in the normal political processes of society. Nevertheless, it is inappropriate for USG personnel to manage or enter political campaigns while on duty to perform services for the USG or to hold elective political office at the state or federal level while employed by the USG.

Therefore, the following policies governing political activities are hereby adopted:

1. Employees may not manage or take an active part in a political campaign which interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. Employees may not hold elective political office at the state or federal level.
3. Employees seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office such person must resign prior to assuming office.
4. Employees may seek and hold elective office at other than the state or federal level, or appointive office, when such candidacy for or holding of the office does not conflict or interfere with the employee's duties and responsibilities to the institution or the USG.

EDITED POLICY LANGUAGE:8.2.15.3 **18.3 Political Activities**

~~As responsible and interested citizens in a democratic society,~~ USG employees are encouraged to fulfill their civic obligations and ~~otherwise~~ engage in the normal political processes of society. Nevertheless, it is inappropriate for USG ~~personnel~~ **employees** to manage or enter political campaigns while on duty to perform services for the USG or to hold elective political office at the state or federal level while employed by the USG.

~~Therefore, the following policies governing political activities are hereby adopted:~~ **apply to all USG employees** are

1. **A USG E**mployees may not manage or take an active part in a political campaign ~~which~~ **that** interferes with the performance of duties or services for which he or she receives compensation from the USG.

2. A USG E employees may not hold elective political office at the state or federal level.
3. A USG E employees seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee such person must resign prior to assuming office.
4. Employees may seek and hold elective office at other than the state or federal level, or appointive office, when it such candidacy for or holding of the office does not conflict or interfere with the employee's duties and responsibilities to the employee's USG institution or the USG.

PROPOSED NEW POLICY LANGUAGE:

8.2.18.3 Political Activities

USG employees are encouraged to fulfill their civic obligations and engage in the normal political processes of society. Nevertheless, it is inappropriate for USG employees to manage or enter political campaigns while on duty to perform services for the USG or to hold elective political office at the state or federal level while employed by the USG.

The following policies governing political activities apply to all USG employees:

1. A USG employee may not manage or take an active part in a political campaign that interferes with the performance of duties or services for which he or she receives compensation from the USG.
2. A USG employee may not hold elective political office at the state or federal level.
3. A USG employee seeking elective political office at the state or federal level must first request a leave of absence without pay beginning prior to qualification as a candidate in a primary or general election and ending after the general or final election. If elected to state or federal office, a USG employee must resign prior to assuming office.
4. Employees may seek and hold elective office at other than the state or federal level, or appointive office, when it does not conflict or interfere with the employee's duties and responsibilities to the employee's USG institution or the USG.

CURRENT POLICY LANGUAGE:

8.2.13 Gratuities

8.2.13.1 Prohibited Receipt of Gifts by USG Employees

An employee of the Board of Regents shall not directly or indirectly solicit, receive, accept, or agree to receive a thing of value by inducing the reasonable belief that the giving of the thing will influence his/her performance or failure to perform any official action. The acceptance of a benefit, reward or consideration where the purpose of the gift is to influence an employee in the performance of his/her official functions is a felony under O.C.G.A. § 16-10-2.

A USG employee or any other person on his/her behalf, is prohibited from knowingly accepting, directly or indirectly, a gift from any vendor or lobbyist as those terms are defined in Georgia statutes (O.C.G.A. § 21-5-70(6) and 45-1-6(a)(5)b). If a gift has been accepted, it must be either returned to the donor or transferred to a charitable organization.

A gift may be accepted by the employee on behalf of the institution subject to reporting requirements of the Board of Regents. If the gift is accepted, the person receiving the gift shall not maintain custody of the gift for any period of time beyond that reasonably necessary to arrange for the transfer of custody and ownership of the gift.

For purposes of this policy a gift is defined as lodging, transportation, personal services, a gratuity, subscription, membership, trip, loan, extension of credit, forgiveness of debt, advance or deposit of money, or anything of value.

A gift shall not include:

1. Food or beverage consumed at an occasional meal or event, provided the value is reasonable under the circumstances but in no event exceeds \$100 per person.
2. Food, beverages, and registration at group events to which substantial numbers of employees of an institution are invited.
3. Food, beverage, or expenses afforded employees, relatives or others that are associated with normal and customary business or social functions or activities.
4. Actual and reasonable expenses for food, beverages, travel, lodging and registration provided to permit participation in a meeting, demonstration, or training related to official or professional duties if participation has been approved in writing by the Chancellor, the President, or his/her designee.
5. Promotional items generally distributed to the general public.
6. Textbooks, software, and instructional materials to be reviewed by teaching faculty.

7. An award, plaque, certificate, memento, or similar item given in recognition of the recipient's civic, charitable, political, professional, private or public service or achievement.
8. Legitimate salary, honoraria, benefit, fees, commissions, or expenses associated with the recipient's non-public business, employment, trade, or profession.
9. Gifts from a person or entity who is neither a lobbyist nor a vendor as those terms are defined in State Statutes, nor a student or patient at an institution.
10. Consulting fees, honoraria, or financial benefits from sponsors or foundations, received in conformance with USG policies, institution policies, and Georgia law.
11. Gifts to or from USG foundations or other separately incorporated, charitable entities.

8.2.13.2 Appearance of Conflicts of Interest

An employee shall make every reasonable effort to avoid even the appearance of a conflict of interest. An appearance of conflict exists when a reasonable person will conclude from the circumstances that the employee's ability to protect the public interest, or perform public duties, is compromised by personal interest. An appearance of conflict can exist even in the absence of a legal conflict of interest.

Employees are referred to State Conflict of Interest Statutes O.C.G.A. §45-10-20 through §45-10-70, [Section 8.2.15.1 through 8.2.15.3 of this Policy Manual](#), and institutional policies governing professional and outside activities.

8.2.13.3 Other Rules of Conduct

Every employee shall make a due and diligent effort to determine whether he/she has a conflict of interest or appearance of conflict before taking any action.

Every employee shall continually monitor, evaluate, and manage his/her personal financial and professional affairs to ensure the absence of conflicts of interest and appearance of conflicts.

8.2.13.4 Violations

A violation of this policy may subject an employee to disciplinary action, including termination of employment.

EDITED POLICY LANGUAGE:

*NOTE: Language in italics moved to Section 8.2.19.2 or 8.2.19.7.

8.2.13~~13~~18.4 Gratuities

8.2.13.1~~13~~ Prohibited Receipt of Gifts by USG Employees

~~An employee of the Board of Regents~~ University System of Georgia (USG) employee shall not directly or indirectly solicit, receive, accept, or agree to receive a thing of value by inducing the reasonable belief that the giving of the thing will influence his/ or her performance or failure to perform any official action. The acceptance of a benefit, reward, or consideration, where the purpose of the gift is to influence an employee in the performance of his/ or her official functions, is a felony under O.C.G.A. § 16-10-2.

A USG employee, or any other person on his/ or her behalf, is prohibited from knowingly accepting, directly or indirectly, a gift from any vendor or lobbyist as those terms are defined in Georgia statutes (O.C.G.A. §§ 21-5-70(6) and 45-1-6(a)(5)~~b~~). If a gift has been accepted, it must be either returned to the donor or transferred to a charitable organization.

A gift may be accepted by the employee on behalf of the institution subject to reporting requirements of the Board of Regents. If the gift is accepted, the person receiving the gift shall not maintain custody of the gift for any period of time beyond that reasonably necessary to arrange for the transfer of custody and ownership of the gift.

For purposes of this policy a gift is defined as lodging, transportation, personal services, a gratuity, subscription, membership, trip, loan, extension of credit, forgiveness of debt, advance or deposit of money, or anything of value.

A gift shall not include:

1. Food or beverage consumed at an occasional meal or event, provided the value is reasonable under the circumstances but in no event exceeds \$100 per person.
2. Food, beverages, and registration at group events to which substantial numbers of employees of the University System Office or an USG institution are invited.
3. Food, beverage, or expenses afforded employees, relatives or others that are associated with normal and customary business or social functions or activities.
4. Actual and reasonable expenses for food, beverages, travel, lodging and registration provided to permit participation in a meeting, demonstration, or training related to official or professional duties if participation has been approved in writing by the Chancellor, the President, or his/her designee.
5. Promotional items generally distributed to the general public.
6. Textbooks, software, and instructional materials to be reviewed by teaching faculty.

7. An award, plaque, certificate, memento, or similar item given in recognition of the recipient's civic, charitable, political, professional, private or public service or achievement.
8. Legitimate salary, honoraria, benefit, fees, commissions, or expenses associated with the recipient's non-public business, employment, trade, or profession.
9. Gifts from a person or entity who is neither a lobbyist nor a vendor as those terms are defined in State Statutes, nor a student or patient at an institution.
10. Consulting fees, honoraria, or financial benefits from sponsors or foundations, received in conformance with USG policies, institution policies, and Georgia law.
11. Gifts to or from USG foundations or other separately incorporated, charitable entities.

8.2.13.2 Appearance of Conflicts of Interest

~~An employee shall make every reasonable effort to avoid even the appearance of a conflict of interest. An appearance of conflict exists when a reasonable person will conclude from the circumstances that the employee's ability to protect the public interest, or perform public duties, is compromised by personal interest. An appearance of conflict can exist even in the absence of a legal conflict of interest.~~

~~Employees are referred to State Conflict of Interest Statutes O.C.G.A. §45-10-20 through §45-10-70, [Section 8.2.15.1 through 8.2.15.3 of this Policy Manual](#), and institutional policies governing professional and outside activities.~~

8.2.13.3 Other Rules of Conduct

~~Every employee shall make a due and diligent effort to determine whether he/she has a conflict of interest or appearance of conflict before taking any action.~~

~~Every employee shall continually monitor, evaluate, and manage his/her personal financial and professional affairs to ensure the absence of conflicts of interest and appearance of conflicts.~~

8.2.13.4 Violations

~~A violation of this policy may subject an employee to disciplinary action, including termination of employment.~~

PROPOSED NEW POLICY LANGUAGE:

8.2.18.4 Gratuities

A University System of Georgia (USG) employee shall not directly or indirectly solicit, receive, accept, or agree to receive a thing of value by inducing the reasonable belief that the giving of the thing will influence his or her performance or failure to perform any official action. The acceptance of a benefit, reward, or consideration, where the purpose of the gift is to influence an employee in the performance of his or her official functions, is a felony under O.C.G.A. § 16-10-2.

A USG employee, or any other person on his/ or her behalf, is prohibited from knowingly accepting, directly or indirectly, a gift from any vendor or lobbyist as those terms are defined in Georgia statutes (O.C.G.A. §§ 21-5-70(6) and 45-1-6(a)(5)). If a gift has been accepted, it must be either returned to the donor or transferred to a charitable organization.

A gift may be accepted by the employee on behalf of the institution subject to reporting requirements of the Board of Regents. If the gift is accepted, the person receiving the gift shall not maintain custody of the gift for any period of time beyond that reasonably necessary to arrange for the transfer of custody and ownership of the gift.

For purposes of this policy a gift is defined as lodging, transportation, personal services, a gratuity, subscription, membership, trip, loan, extension of credit, forgiveness of debt, advance or deposit of money, or anything of value.

A gift shall not include:

1. Food or beverage consumed at an occasional meal or event, provided the value is reasonable under the circumstances but in no event exceeds \$100 per person.
2. Food, beverages, and registration at group events to which substantial numbers of employees of the University System Office or a USG institution are invited.
3. Food, beverage, or expenses afforded employees, relatives or others that are associated with normal and customary business or social functions or activities.
4. Actual and reasonable expenses for food, beverages, travel, lodging and registration provided to permit participation in a meeting, demonstration, or training related to official or professional duties if participation has been approved in writing by the Chancellor, the President, or his/her designee.
5. Promotional items generally distributed to the general public.
6. Textbooks, software, and instructional materials to be reviewed by teaching faculty.
7. An award, plaque, certificate, memento, or similar item given in recognition of the recipient's civic, charitable, political, professional, private or public service or achievement.
8. Legitimate salary, honoraria, benefit, fees, commissions, or expenses associated with the recipient's non-public business, employment, trade, or profession.

9. Gifts from a person or entity who is neither a lobbyist nor a vendor as those terms are defined in State Statutes, nor a student or patient at an institution.
10. Consulting fees, honoraria, or financial benefits from sponsors or foundations, received in conformance with USG policies, institution policies, and Georgia law.
11. Gifts to or from USG foundations or other separately incorporated, charitable entities.

CURRENT POLICY LANGUAGE:

8.2.16 Sexual Harassment

Federal law provides that it shall be an unlawful discriminatory practice for any employer, because of the sex of any person, to discharge without cause, to refuse to hire, or otherwise discriminate against any person with respect to any matter directly or indirectly related to employment or academic standing. Harassment of an employee on the basis of sex violates this federal law.

Sexual harassment of USG employees or students is prohibited and shall subject the offender to dismissal or other sanctions after compliance with procedural due process requirements. Unwelcome sexual advancements, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or,
2. Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting an individual; or,
3. Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile or offensive working or academic environment.

(BoR Minutes, 1980-81, p. 237-38)

EDITED POLICY LANGUAGE:8.2.16^{18.5} Sexual Harassment

~~Federal law provides that it shall be~~ **is** an unlawful discriminatory practice for any employer, because of the sex of any person, to discharge without cause, to refuse to hire, or **to** otherwise discriminate against any person with respect to any matter directly or indirectly related to employment or academic standing. Harassment of an employee on the basis of sex violates ~~this federal law~~ **and Board of Regents' Policy**.

Sexual harassment of **University System of Georgia (USG)** employees or students is prohibited and shall subject the offender to dismissal or other sanctions after compliance with procedural due process requirements. Unwelcome sexual advancements, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or,

2. Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting an individual; or,
3. Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile, or offensive working or academic environment.

~~(BoR Minutes, 1980-81, p. 237-38)~~

PROPOSED NEW POLICY LANGUAGE:

8.2.18.5 Sexual Harassment

It is an unlawful discriminatory practice for any employer, because of the sex of any person, to discharge without cause, to refuse to hire, or to otherwise discriminate against any person with respect to any matter directly or indirectly related to employment or academic standing. Harassment of an employee on the basis of sex violates law and Board of Regents' Policy.

Sexual harassment of University System of Georgia (USG) employees or students is prohibited and shall subject the offender to dismissal or other sanctions after compliance with procedural due process requirements. Unwelcome sexual advancements, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when:

1. Submission to such conduct is made explicitly or implicitly a term or condition of an individual's employment or academic standing; or,
2. Submission to or rejection of such conduct by an individual is used as a basis for employment or academic decisions affecting an individual; or,
3. Such conduct unreasonably interferes with an individual's work or academic performance or creates an intimidating, hostile, or offensive working or academic environment.

CURRENT POLICY LANGUAGE:

8.2.23 Amorous Relationships

A USG faculty or staff member, including a graduate teaching assistant, is prohibited from having an amorous relationship with any student who the faculty or staff member supervises, teaches, or evaluates in any way. Consistent with [Policy 8.2.3](#), a USG employee is prohibited from having an amorous relationship with any other employee if either employee supervises, evaluates, or in any other way directly affects the terms or conditions of the other's employment. Any individual who violates this policy is subject to disciplinary action commensurate with the offense, up to and including termination.

EDITED POLICY LANGUAGE:

8.2.2318.6 Amorous Relationships

A University System of Georgia (USG) ~~faculty or staff member~~ employee, including a graduate teaching assistant, is prohibited from having an ~~amorous~~ romantic or sexual relationship with any student ~~or USG employee~~ who the ~~faculty or staff member~~ individual supervises, teaches, or evaluates in any way. ~~Consistent with Policy 8.2.3,~~ Additionally, a USG employee is prohibited from having an ~~amorous~~ romantic or sexual ~~relationship with any other employee if either employee supervises, evaluates, or in any other way~~ with any student or USG employee whose terms or conditions of education or employment the individual could directly affects the terms or conditions of the other's employment. Any individual who violates this policy is subject to disciplinary action commensurate with the offense, up to and including termination.

PROPOSED NEW POLICY LANGUAGE:

8.2.18.6 Amorous Relationships

A University System of Georgia (USG) employee, including a graduate teaching assistant, is prohibited from having a romantic or sexual relationship with any student or USG employee who the individual supervises, teaches, or evaluates in any way. Additionally, a USG employee is prohibited from having a romantic or sexual relationship with any student or USG employee whose terms or conditions of education or employment the individual could directly affect.

CURRENT POLICY LANGUAGE:

8.2.13.4 Violations

A violation of this policy may subject an employee to disciplinary action, including termination of employment.

EDITED POLICY LANGUAGE:

8.2.13.4 **18.7** Violations

A violation of this **any Personnel Conduct** policy may subject an employee to disciplinary action, including termination of employment.

PROPOSED NEW POLICY LANGUAGE:

8.2.18.7 Violations

A violation of any Personnel Conduct policy may subject an employee to disciplinary action, including termination of employment.

INFORMATIONAL ITEMS

1. Revision to the Board Policy Manual: Section 2.11 – Title of Emeritus or Emerita

In line with the goals of the ongoing Board of Regents' Policy Manual Review, the main purposes of the policy edits are to simplify Policy language, to provide for consistency in Policy provisions, and to increase the efficiency of the Board Policy Manual. This item is being submitted as an approval item to the Committee on Organization and Law at today's meeting.

CURRENT POLICY LANGUAGE:

8.3.13 Emeritus/a Title

A president may, at his/her discretion, confer the title of emeritus/a on any retired faculty member or administrative officer who, at the time of retirement, had ten (10) or more years of honorable and distinguished USG service, provided, however, that the title of President Emeritus/a may be conferred only by the Board of Regents on the recommendation of the Chancellor (BoR Minutes, January 2009).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section. Struck-through language in italics moved elsewhere in policy section.

8.3.13 **2.11** Title of Emeritus/ **or Emerita** *Title*

The title of President Emeritus/ or President Emerita may be conferred only by the Board of Regents on the recommendation of the Chancellor. A pPresident of a University System of Georgia (USG) institution may, at his/ or her discretion, confer the title of emeritus/ or emerita on any retired faculty member or administrative officer who, at the time of retirement, had ten (10) or more years of honorable and distinguished USG service, provided, however, that the title of President Emeritus/a may be conferred only by the Board of Regents on the recommendation of the Chancellor (BoR Minutes, January 2009).

8.3.13 Reserved

[Reserved]

PROPOSED NEW POLICY LANGUAGE:

2.11 Title of Emeritus or Emerita

The title of President Emeritus or President Emerita may be conferred only by the Board of Regents on the recommendation of the Chancellor. A President of a University System of Georgia (USG) institution may, at his or her discretion, confer the title of emeritus or emerita on any retired faculty member or administrative officer who, at the time of retirement, had ten or more years of honorable and distinguished USG service.

8.3.13 Reserved

[Reserved]

AGENDA
COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

April 17, 2018

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AGENDA

COMMITTEE ON FINANCE AND BUSINESS OPERATIONS

April 17, 2018

1. Information Item: USG Capital Liability Management Plan

Cynthia Robinson Alexander, Executive Finance Director, will outline the System's capital liability management plan for FY 2018-2022, and update the committee on the performance of the lease revenue bond portfolio.

2. **Approval Item: Request of Resolution for Multi-Year Leasing Contract Value Authority**

Recommended: That the Board approve by resolution a request to the Georgia State Financing and Investment Commission (GSFIC) for contract value authority of \$15 million for multi-year office leases for FY 2019.

Understandings: Upon approval of the request by the Commission, the Office of Facilities will seek information from institutions concerning potential cost savings associated with conversion of existing annual rental agreements to multi-year rental agreements, and the potential for utilizing the multi-year option for new rental agreements.

Background: GSFIC must approve the proposed multi-year contract value authority for participating agencies for each fiscal year. Term of the contracts may not exceed 20 years. The State Properties Commission administers the multi-year leasing program. The Board of Regents' proposed contract value authority is incorporated in the Board of Regents Capital Liability Management Plan.

**RESOLUTION REQUESTING ESTABLISHMENT OF
MULTI-YEAR CONTRACT VALUE AUTHORITY**

WHEREAS, at the general election held on November 6, 2012, voters of the State approved an amendment to the Georgia Constitution to authorize the Board of Regents of the University System of Georgia (“BOR”) to enter into lease and rental contracts exceeding one year;

WHEREAS FURTHER, the General Assembly amended O.C.G.A. 50-16-41 effective January 1, 2013 to authorize the BOR through the State Properties Commission to enter into lease and rental contract exceeding one year;

WHEREAS FURTHER, O.C.G.A. 50-16-41 provides that the Georgia State Financing and Investment Commission “each year, may establish a total multi-year contract value authority;”

WHEREAS FURTHER, O.C.G.A. 50-16-41 provides that “[n]o multi-year lease or rental agreement shall be entered into under the provisions of this Code section until the Georgia State Financing and Investment Commission has established the fiscal policies and multi-year contract value authority for the current and future fiscal years.”

WHEREAS FURTHER, on December 12, 2012, the Georgia State Financing and Investment Commission established the fiscal policies required by O.C.G.A. 50-16-41;

WHEREAS FURTHER, the BOR has considered its expected needs for multi-year lease and rental agreements for fiscal year 2019, will comply with the aforementioned fiscal policies governing multi-year agreements, and determined to request the specific amount of contract value authority to be established for fiscal year 2019 in the amount of \$15,000,000.

NOW THEREFORE, BE IT RESOLVED THAT:

The BOR has considered its expected needs for multi-year lease and rental agreement for fiscal year 2019 and requests the Georgia State Financing and Investment Commission establish contract value authority for the BOR for fiscal year 2019 in the amount of \$15,000,000.

This resolution is adopted this ____ day of April, 2018.

Board of Regents of the University System of Georgia

By: _____
Chairman, Board of Regents of the University System of Georgia

(SEAL)

Attest: _____
Secretary to the Board, Board of Regents of the University System of Georgia

3. **Approval Item: Reauthorization of Out-of-State Tuition Waivers at Fort Valley State University for Students Enrolled in the Cooperative Developmental Energy Program**

Recommended: That the Board reauthorize a five-year waiver of out-of-state tuition for participating Cooperative Developmental Energy Program (“CDEP”) students at Fort Valley State University (“FVSU”), effective July 1, 2018.

Background: CDEP was founded on July 1, 1983, by Dr. Isaac J. Crumbly at the Fort Valley State University with start-up funds from the U.S. Department of Energy. CDEP is a collegiate STEM workforce program designed to recruit under-represented students nationwide who have strong mathematical and science aptitudes and place them in academic curricula that will lead to high technology jobs in the energy industry. Although CDEP’s initial focus was targeted for the energy industry, the program has expanded to include other sectors of the nation’s workforce. In addition to scholarships, the program provides students with internships and cutting-edge research opportunities. Since its inception, the program has provided students with more than 750 internships and \$12 million in scholarships (since 1992), and has placed dozens of its graduates in high-technology jobs in the energy industry. The program's achievements have resulted in recognition from two presidents: A Letter of Commendation from President Ronald Reagan in 1988 and the Presidential Award for Excellence in Science, Mathematics, and Engineering Mentoring from President Barack Obama in 2011.

FVSU-CDEP's current partnering universities consist of Georgia Institute of Technology, Pennsylvania State University, University of Arkansas, University of Nevada at Las Vegas, and the University of Texas at Austin. The dual-degree program entails students enrolling for three years at FVSU and majoring in biology, chemistry, or mathematics and then transferring to a partnering university to earn degrees in engineering, geology, geophysics, or health physics. After successful completion of both programs, students receive two Bachelor of Science degrees: one degree from FVSU and the second degree from a partnering university.

In 1992, the Board of Regents (“BOR”) granted FVSU a five-year waiver of out-of-state tuition for participating students in the CDEP 3 + 2 dual degree programs in engineering and health physics with the University of Nevada at Las Vegas and 3 +2 dual degree programs in geology and geophysics with the University of Oklahoma. The BOR reauthorized the out-of-state waiver of tuition in 1998, 2003, 2008 and 2013. Reauthorization of the out-of-state tuition waivers provides maximum use of scholarship dollars for participating students.

The program has been very successful at recruiting under-represented groups to pursue STEM majors that are germane to the energy industry. FVSU has graduated 154 mathematicians, 54 chemists and 24 biologists for a total of 232 STEM degrees. This success resulted in FVSU being ranked #1 in the nation for graduating African Americans in mathematics and statistics in 2011, 2014 and 2015 as documented by *Diverse Issues in Higher Education*. Also, the partnering institutions have awarded 115 engineering degrees, 40 geology/geophysics degrees, and 9 health physics degrees to CDEP students for a total of 164 STEM degrees.

3. **Approval Item: Reauthorization of Out-of-State Tuition Waivers at Fort Valley State University for Students Enrolled in the Cooperative Developmental Energy Program (continued)**

Currently, there are 36 students enrolled at FVSU and an additional 15 students at partnering universities. Approximately one-fourth of the participants enrolled at FVSU reside outside of the state of Georgia.

AGENDA
COMMITTEE ON REAL ESTATE AND FACILITIES

April 17, 2018

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AGENDA

COMMITTEE ON REAL ESTATE AND FACILITIES

April 17, 2018

1. Chancellor's Actions

Vice Chancellor for Facilities Jim James will update the Board on actions taken by the Chancellor pursuant to authority delegated by the Board.

1. Chancellor's Actions (continued)

Authorization of Project No. BR-90-1801, Science and Allied Health Building Pressurization and Correction, Kennesaw State University

Recommended: That the Board authorize Project No. BR-90-1801, Science and Allied Health Building Pressurization and Correction, Kennesaw State University ("KSU"), with a total project budget of \$2,800,000 to be funded from institution funds and Fiscal Year 2018 Major Repair and Renovation ("MRR") funds.

Understandings: Constructed in 1995, the Science and Allied Health Building (the "Building") contains teaching and research labs that support the current programs of the College of Math and Science. Most of the HVAC system components and controls are original to the Building and in need of replacement to correct building pressurization, increase energy efficiency, and improve indoor air quality and occupant comfort. The scope of work for this project would include replacement of these components and controls as well as various building envelope repairs.

The timeline for completing this work is critical, as the Building would need to be shut down for several months. Lab spaces must be available in early August for the Fall 2018 semester.

The estimated construction cost for this project is \$2,525,000. The project is consistent with KSU's master plan.

If authorized by the Board, the University System Office staff and KSU will proceed with design and construction of the project in accordance with Board of Regents guidelines.

1. Chancellor's Actions (continued)

Appointment of Design Professional Firm, Project No. BR-50-1801, Science Park Phase III, Georgia State University

Recommended: That the Board approve the ranking of the design professional firms named below for the identified project and authorize contract negotiations to proceed with the top-ranked firm. Should it not be possible to execute a contract with the top-ranked firm, staff would then attempt to execute a contract with the other listed firms in rank order.

A qualifications-based selection process was held in accordance with Board of Regents procedures to identify and rank firms. The following recommendation is made:

Project Number BR-50-1801, Science Park Phase III, Georgia State University

Project Description: This project was authorized by the Board in January 2018. The new building would be entirely dedicated to advanced research with a focus on highly infectious diseases, providing critical information for prevention, treatment and future drug and vaccine development. The building would include highly specialized Biosafety Level 3 ("BSL-3") and Biosafety Level 4 ("BSL-4") laboratory space, open laboratories with associated lab support spaces and offices, and a small vivarium. Extensive mechanical support space and heating, ventilation, and air conditioning systems would be needed to meet advanced filtration and containment needs for the BSL-3 and BSL-4 laboratories. The proposed building would facilitate GSU's collaborative research efforts and enhance GSU's leadership in the area of global disease research.

The project will be funded from indirect cost recovery funds and reserves.

| | |
|---|--------------|
| Total Project Cost: | \$84,000,000 |
| Construction Cost (Stated Cost Limitation): | \$66,230,000 |

Number of firms that applied for this commission: 6

Recommended firms in rank order:

- 1) Hellmuth, Obata & Kassabaum, Inc. (Atlanta)
- 2) Perkins + Will, Inc. (Atlanta)
- 3) Flad & Associates, Inc. (Atlanta)

2. Eco-Commons Living Building Challenge Sector, Georgia Institute of Technology

Georgia Institute of Technology (“GIT”) proposes to undertake the Eco-Commons Living Building Challenge Sector Project (the “Project”), which would involve removal of surface parking and installation of stormwater management infrastructure, hardscape, and landscape improvements on an eight-acre portion of the Eco-Commons to be known as the Eco-Commons Glade (the “Glade”).

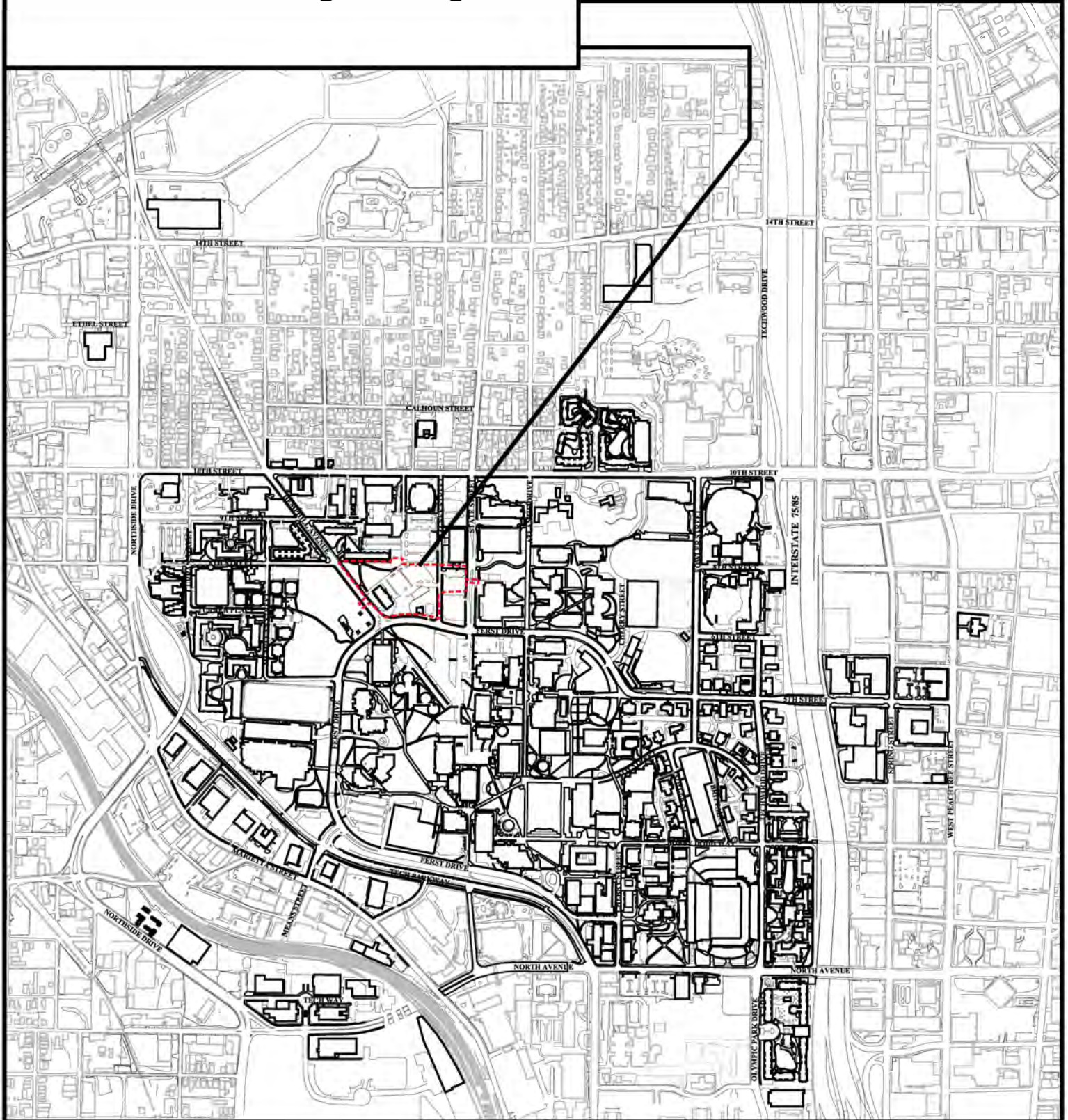
In October 2015, the Board was informed of this Project as part of a presentation of GIT’s Eco-Commons Development Plan, which also includes The Kendeda Building, the Dalney Street Parking Deck and Office Building, and the Georgia Tech Police Department Campus Safety Building. These buildings surround the Glade, which would be enhanced with performance landscape and passive greenspace for non-structured activities. Viable spaces for the introduction of urban agriculture would also be included in the scope.

Consistent with GIT’s philosophy of using its campus as a Living Learning Laboratory, the Project would include the creation of a stream channel that would educate students about historic water flow and stormwater capture for reuse and infiltration. A network of stormwater utilities and reclaimed water utilities are planned, allowing for over one million gallons of stormwater control volume per average year of rainfall. Additionally, a regional cistern would supply water for irrigation, reducing potable water demand by at least six million gallons annually. Other targeted ecological performance outcomes of the Project are a 20% increase in the campus tree canopy, 26% increase in woodland areas, and 92% reduction in impervious surfaces.

The total project budget is \$15,000,000, which would be funded from donor and institution funds.

Eco-Commons Living Building Sector

Georgia Institute of Technology Campus Map April 2018



3. **Real Estate Actions Taken within Delegated Authority**

The following are the real estate actions taken within the authority delegated by the Board to the Vice Chancellor for Facilities for the period beginning November 1, 2017 and ending February 28, 2018:

Acquisitions

| <u>Institution</u> | <u>Location</u> | <u>Description</u> | <u>Purchase Price</u> |
|--------------------------------------|------------------------|----------------------------|-----------------------|
| Dalton State College | Dalton, Georgia | Wood Valley-Tract 2 | \$0 (Gift) |
| Georgia College and State University | Milledgeville, Georgia | 2630 North Columbia Street | \$0 (Gift) |
| Kennesaw State University | Kennesaw, Georgia | 3495 Campus Loop Road | \$0 (Gift) |
| Kennesaw State University | Kennesaw, Georgia | 3499 Campus Loop Road | \$0 (Gift) |

Easements

| <u>Institution</u> | <u>Grantee</u> | <u>Purpose</u> |
|--------------------------|--------------------------------------|---|
| Clayton State University | Georgia Department of Transportation | Driveway Easement for Road Improvements on Tara Boulevard |

3. Real Estate Actions Taken within Delegated Authority (continued)**Leases as Tenant**

| <u>Institution</u> | <u>Location</u> | <u>Square Feet/Rent (initial term)</u> | <u>Use</u> |
|------------------------------------|---|---|---|
| Clayton State University | 100 World Drive, Peachtree City | 12,799 SF \$262,379/Annually | Office/Classroom Space - Fayette Campus |
| Kennesaw State University | 57 Waddell Street, Marietta | 9,130 SF \$129,342/Annually | Ignite HQ (Office Space Reduction) |
| Fort Valley State University | 1001 East Pine Street, Vienna | 1.377 acres w/ building \$1,200/Annually | Head Start Classroom Space |
| Georgia College & State University | 821 North Cobb St., Milledgeville | 6,394 SF \$89,516/Annually | Classroom/Office Space Navicent Health Baldwin |
| Georgia Institute of Technology | 550 Old Bedford Rd. Lincoln, Mass. | 6,230 SF \$90,000/Annually | GTRI – New England Field Office |
| Middle Georgia State University | Cook County Airport | 5,416 SF \$8,400/Annually | Hangar and Office Space |
| University of North Georgia | 22 Wimpy Mill Road, Units 201 and 204 Dahlonega | 1,600 SF \$25,080/Annually | Two Residential Units for Faculty Housing |

Lease as Landlord

| <u>Institution</u> | <u>Location</u> | <u>Square Feet/Rent (initial term)</u> | <u>Use</u> |
|-----------------------|------------------------------|--|------------------------------------|
| University of Georgia | 529 Baxter Street, Athens | 1,642 SF \$32,791/Annually | Restaurant (Reduction in Space) |

Right of Way Transfer

| <u>Institution</u> | <u>Location</u> | <u>Square Feet</u> | <u>Use</u> |
|-----------------------|--|----------------------|-------------------------------------|
| University of Georgia | Hull Street at Broad Street, Athens | 251 sf right of way; | Intersection Improvement Project |

4. Annual Report on Contracting

In conformance with Board of Regents policy 9.6.2, Sharon Ferguson Pope, Assistant Vice Chancellor for Design and Construction, will give an annual report on facilities design and construction-related contracting and qualifications-based selections.

5. Authorization of Project Budget Modification, Project No. J-314, Interdisciplinary STEM Research Building, Parking Deck Addition, University of Georgia

Recommended: That the Board modify the budget of Project No. J-314, “Interdisciplinary STEM Research Building,” University of Georgia (“UGA”), to provide a parking deck addition and increase the total project budget from \$65,000,000 to \$79,650,000.

Understandings: Approved by the Board in September 2016, the 100,000-square foot Interdisciplinary STEM Research Building (“I-STEM Building”) will house UGA’s expanding engineering faculty and other material scientists. Planned for the South Campus precinct of the main campus, the facility is being designed to optimize collaborative interactions and innovation in engineering, chemistry, and related STEM sciences for students and researchers.

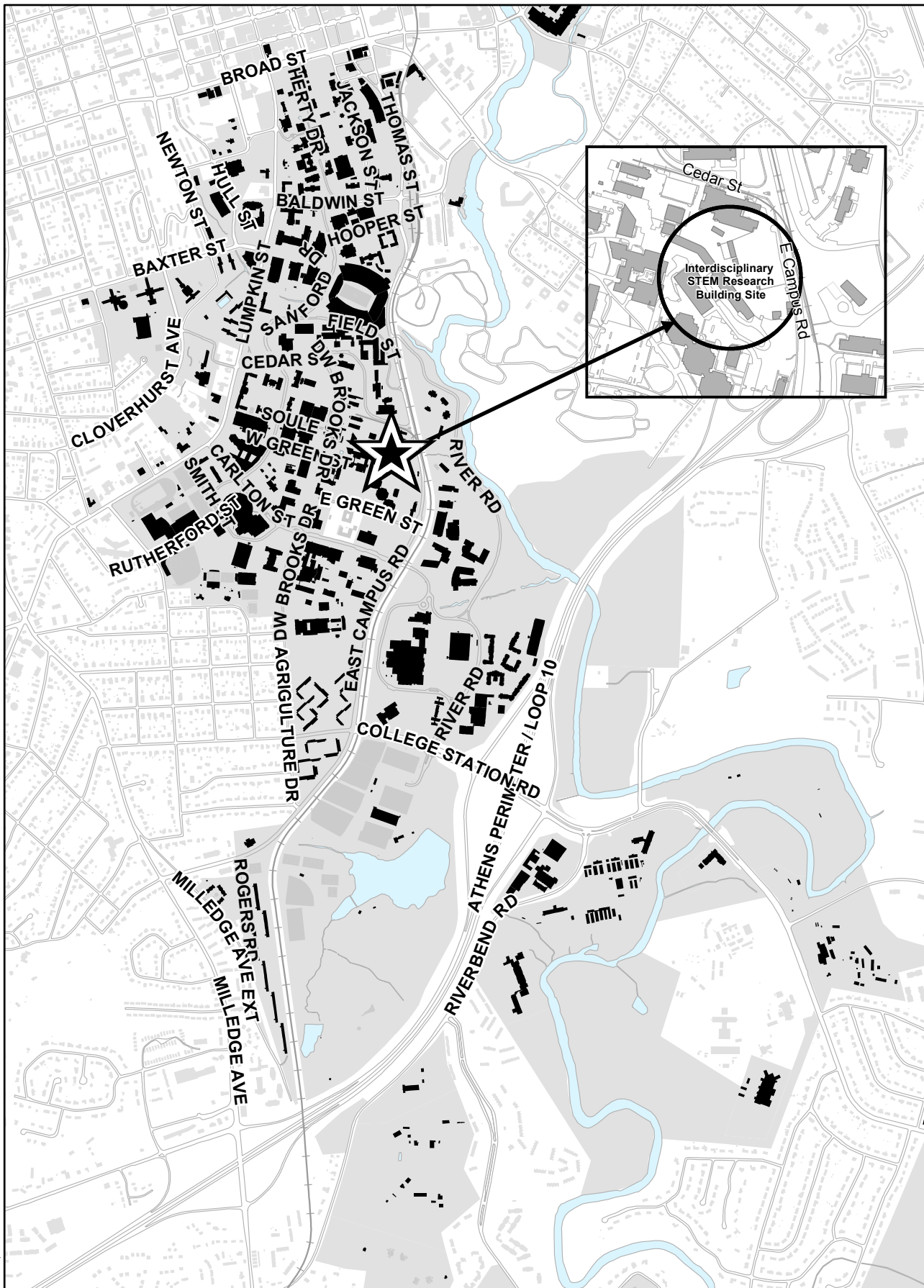
UGA proposes to build a 350-400 space structured parking deck that would be designed to allow for integration with the I-STEM Building and any future adjacent development. Design and construction of the deck would be added to the project scope for the I-STEM Building, which would ensure cohesion between the two structures. Additionally, simultaneous design, construction and installation of related utilities for the parking deck and the I-STEM Building would result in significant financial and schedule savings.

Funding to expand the budget would be sourced from UGA Auxiliary Reserve and Indirect Cost Recovery Funds. The proposed \$14,650,000 increase is further detailed as follows:

| | <u>September 2016</u> | <u>Now</u> |
|--|-----------------------|--------------|
| Total Project Cost | \$65,000,000 | \$79,650,000 |
| Construction Cost (Stated Cost Limitation) | \$50,050,000 | \$62,700,000 |



Location Map: I-STEM Research Building, Parking Deck Addition



6. Termination of Ground Lease and Rental Agreement, Student Recreation Center, Armstrong Campus, Georgia Southern University

Recommended: That the Board acknowledge an advance rental payment in an amount not to exceed \$3,500,000 for the Student Recreation Center (the “SRC”), for the use and benefit of Georgia Southern University (“GSOU”). This payment would result in the de facto acquisition of the SRC.

Recommended further: That the Board consent to the termination of the ground lease to AASU Student Recreation Center, LLC (“LLC”) for the SRC.

Recommended further: That the Board consent to the termination of the rental agreement with the LLC for the SRC.

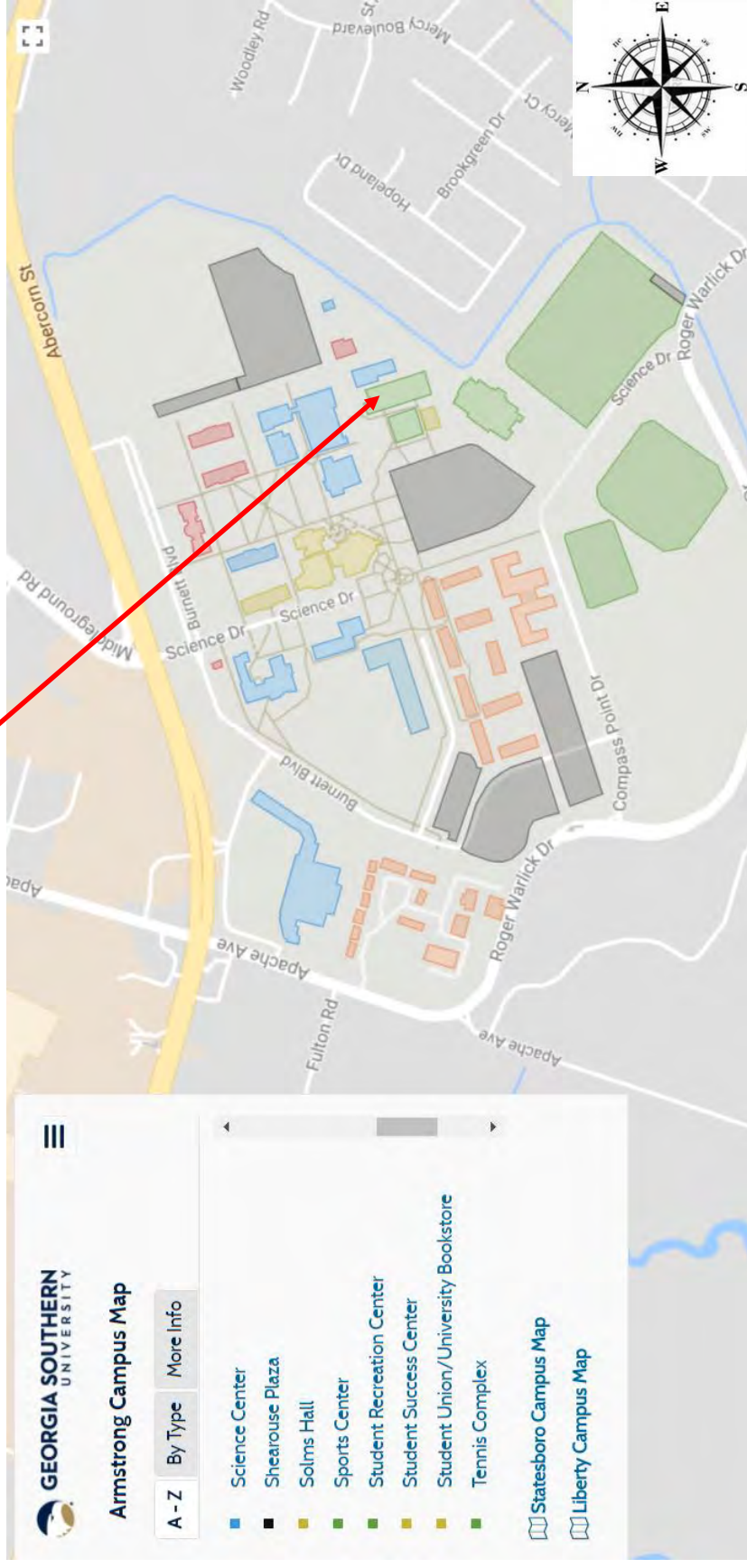
Understandings: In March 2004, the Board approved the ground lease to the LLC that allowed for the construction of the SRC, which totals approximately 36,100 square feet of recreational space on the Armstrong Campus of GSOU.

Upon completion of construction, the LLC began renting the SRC to the Board of Regents, which currently pays \$309,171 in annual rent for the space. The advance rental payment would eliminate the need to continue the ground lease and rental agreement. Termination of these contracts would result in approximately \$1,000,000 in net rent payment savings and the Board of Regents’ immediate ownership of the SRC.

There are no known reversions, restrictions, or adverse easements associated with the SRC property.

Funding for the advance rental payment would be sourced from \$1,200,000 in indirect cost recovery revenues and associated carry-forward reserves, \$1,100,000 from the SRC’s repair & replacement reserve, \$1,000,000 foundation funds, and refund of project debt service reserve fund for the remaining portion.

Student Recreation Center



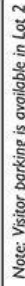
7. **Extension of Rental Term, Perimeter College – Facilities at Clarkston, Decatur, Dunwoody, and Newton Campus, Georgia State University**

Recommended: That the Board authorize the extension of six (6) ground leases (the “Leases”) between the Board of Regents, as Lessor, and GPC Real Estate Student Support I, LLC (“LLC”), as Lessee, for the following properties: Clarkston Parking Deck, Clarkston International Center, Clarkston Student Success Center, Decatur Student Success Center, Dunwoody Student Success Center, and Dunwoody Parking Deck. The extensions would add three (3) consecutive years to the Leases extending the expiration date to June 30, 2038.

Recommended further: That the Board authorize the extension of seven (7) rental agreements (the “Agreements”) between the LLC, as Landlord, and the Board of Regents, as Tenant, for the following projects: Clarkston Parking Deck, Clarkston International Center, Clarkston Student Success Center, Decatur Student Success Center, Dunwoody Student Success Center, Dunwoody Parking Deck, and Newton Student Learning Center. The extensions would add three (3) consecutive, one-year periods to the Agreements ending June 30, 2038, at an aggregate base rent amount not to exceed \$4,350,000 per year for each remaining option period exercised in the revised Agreements.

Understandings: In November 2006, the Board approved the Leases and Agreements to provide space for library services, instructional support labs, computer labs, student services, classroom, and parking on the respective Perimeter College campuses. The Agreements currently provide for consecutive, one-year lease option periods ending no later than June 30, 2035, and annual rent increases of no more than 3% for each option period exercised. The Board of Regents’ existing rental rates for the Agreements are subject to the LLC’s variable interest rate for debt service. By adding the proposed extension periods, the LLC would be able to refinance the variable interest rate to establish a fixed interest rate for the Agreements to level the rent rates for the remaining option periods. It is the intent of the LLC to donate the real property, all improvements, and any accumulated capital reserves to the Board of Regents at the end of the last exercised option.

Student Success
Center



Georgia State University is tobacco-free and smoke-free. Please visit www.usg.edu/tobaccofree for additional information.

- | | | | |
|---|---|--|--|
| LRC Learning and Tutoring Center Library | Move On When Ready (Dual Enrollment) Technology and Media | Cashiers Services Enrollment Services Center Student Financial Services ID Card (PantherCard) Services and Parking Permits | Police Department Student Government Association Student Health Promotion Student Life |
| NA Deans' Offices Disability Services Faculty Offices | NB Admissions - Undergraduate Advisement Center Bookstore Cafe | International Student & Scholar Services Military Outreach Center Personal Counseling Services | NC Auditorium Concessions-Cafe |

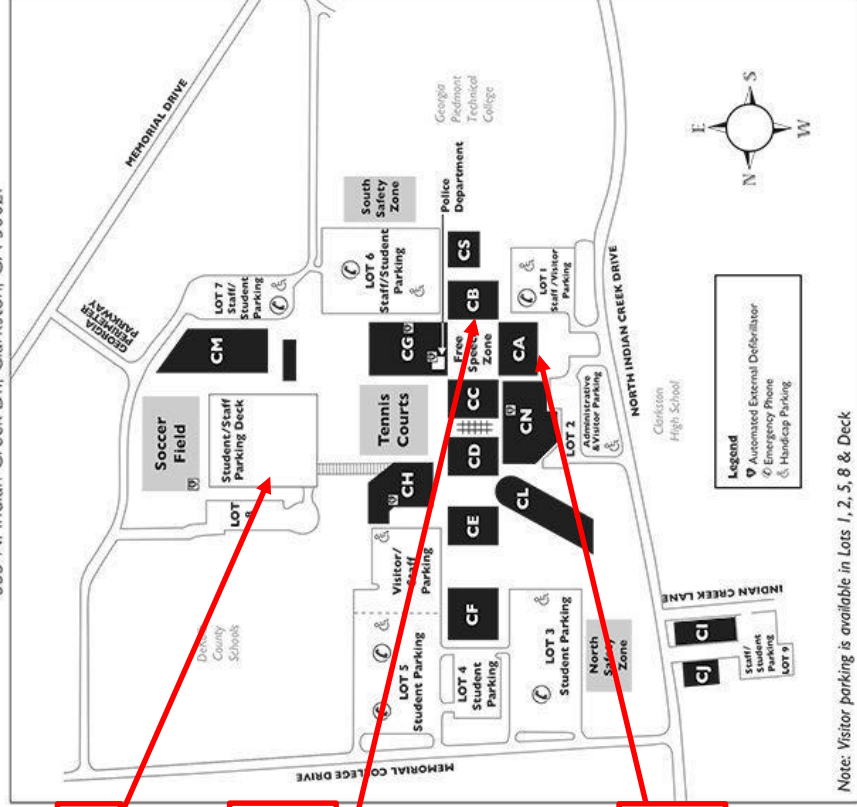
- NT**
Student Health Center
TRIO - Student Support Services



Welcome to the

CLARKSTON CAMPUS

555 N. Indian Creek Dr., Clarkston, GA 30021



Parking Deck

Student Success Center

International Center

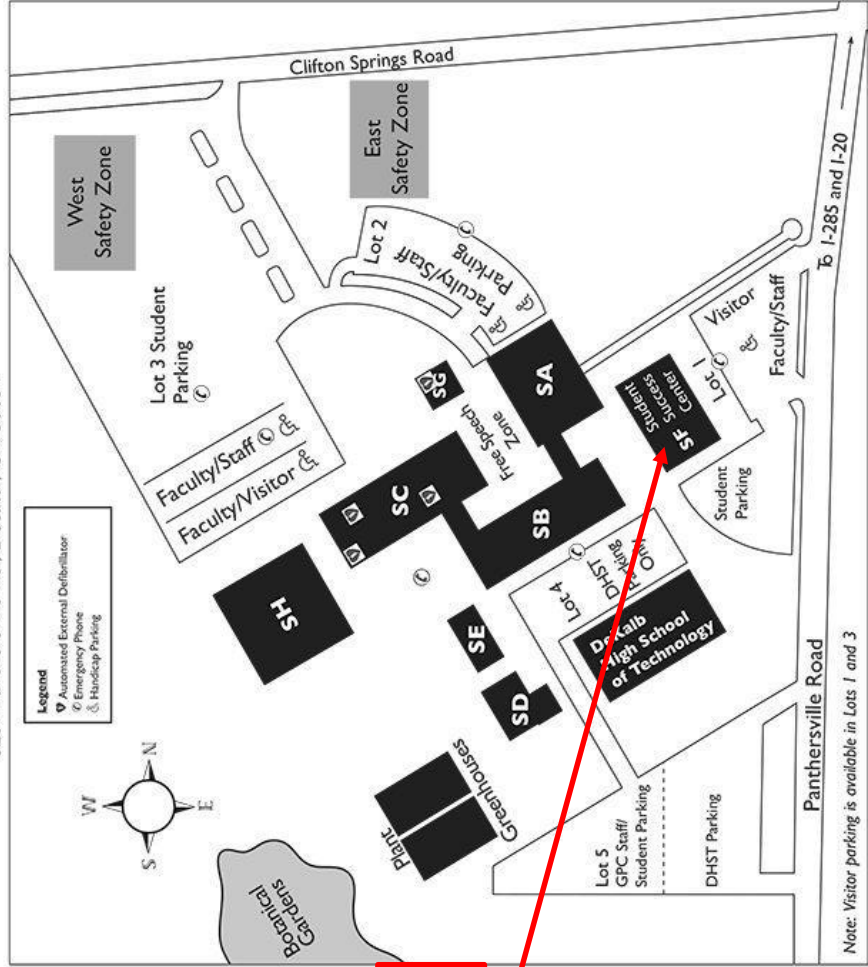
- English
- Mathematics
- MESA
- Military Outreach Center
- Nursing
- Student Health Center
- Student Health Promotion Testing Center
- TRIO – Upward Bound
- CI** Nursing
- CJ** Police Department Administration
- CL** CAT (Creation and Technology) Lab/Computer Lab
- JCLRC – Jin Cherry Auditorium Library
- PC Online
- CM** Facilities Operations
- Facilities Planning & Projects
- Surplus Warehouse
- CN** Admissions - Undergraduate Bookstore
- Cafe
- Cashiering Services
- Center for International Education/Study Abroad
- Center for Excellence in Teaching and Learning
- Deans' Offices
- Enrollment Services Center
- International Student & Scholar Services
- Military Resource Booth
- Multicultural Center
- Personal Counseling Services
- Student Center
- Student Financial Services
- Student Government Association
- Student Life
- CS** Auxiliary Services
- ID Card (PantherCard) Services and Parking Permits
- Mail Services
- PawPrints (Printing Services)
- CA** Mail Room
- World Languages/ESL
- CB** Business/Social Science
- Disability Services
- Learning & Tutoring Center
- Student Development & Special Programs
- Student Media
- TRIO – Student Support Services
- Upward Bound
- CC** Early College Programs
- Move On When Ready (Dual Enrollment)
- CD** American Sign Language
- Interpreter Education
- Early College Programs
- ROTC
- CE** English
- Honors College
- Humanities
- CF** Fine Arts & Humanities
- Marvin Cole Auditorium (Use south entrance.)
- Media Design Lab
- Performance Studio (Use north entrance.)
- CG** Gymnasium
- Kinesiology & Health
- Police Department
- Recreational Services
- Swimming Pool
- Weight Room
- CH** Advisement Center
- Career Services

Note: Visitor parking is available in Lots 1, 2, 5, 8 & Deck

Georgia State University is tobacco-free and smoke-free. Please visit www.usg.edu/tobaccofree for additional information.



Welcome to the
DECATUR CAMPUS
3251 Panthersville Rd., Decatur, GA 30034



Student Success
Center

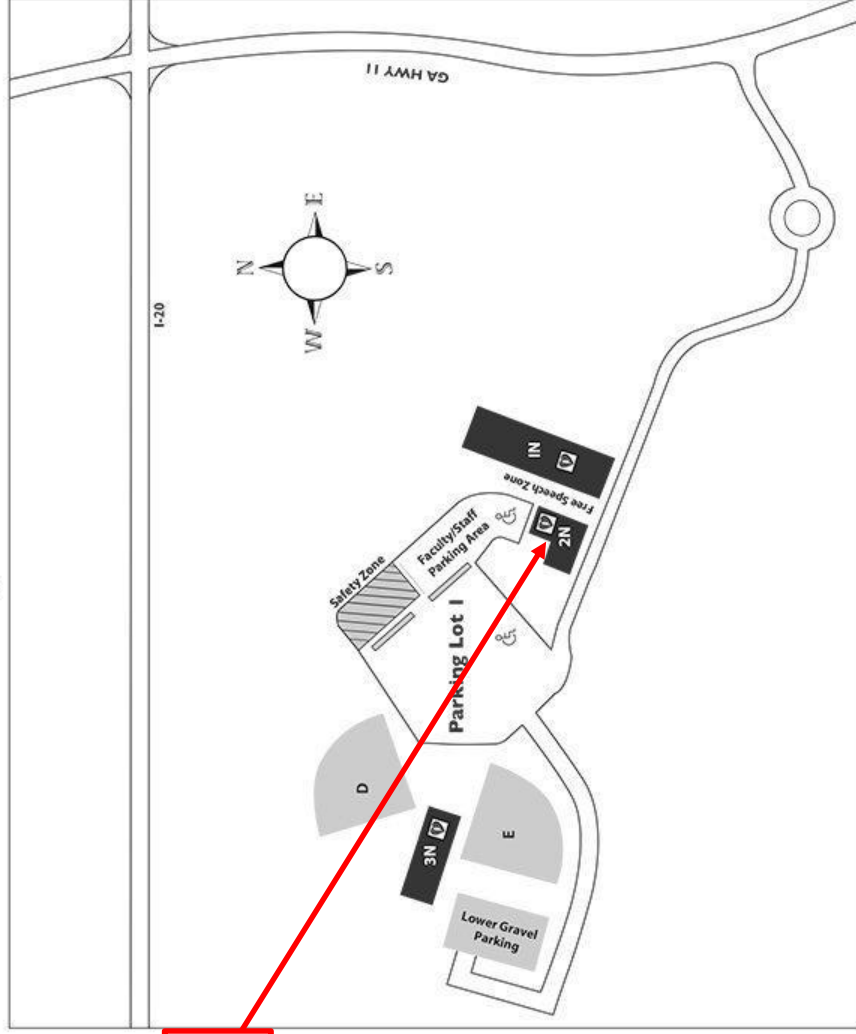
- SA** Administrative Offices for Perimeter College
Deans' Offices
Honors College
ID Card (PantherCard) Services and Parking Permits
Library
- SB** Military Outreach Center
Personal Counseling Services
TRIO - Student Support Services
- SC** Business
Fine Arts
Humanities
Kinesiology & Health
Mathematics & Computer Science
Military Resource Booth
Social Science
World Languages/ESL
- SD** Bookstore
Café
Gymnasium
Recreational Services
Science
STEM Lab
Student Center
Student Life
Student Government Association
Swimming Pool
Weight Room
- SE** Facilities Operations
Greenhouses
- SF** (Student Success Center)
Admissions - Undergraduate
Advisement Center
Counseling Services
CAT (Creation and Technology) Lab/Computer Lab
Disability Services
Enrollment Services Center
Student Financial Services
Learning and Tutoring Center
New Student Orientation
Testing Center
- SH** Police Department
Classrooms

Note: Visitor parking is available in Lots 1 and 3
Georgia State University is tobacco-free and smoke-free. Please visit www.usg.edu/tobaccofree for additional information.



Welcome to the
NEWTON CAMPUS
239 Cedar Lane, Covington, GA 30014

Student
Learning Center



Legend

- Automated External Defibrillator
- Emergency Phone
- Handicap Parking

- IN**
 - Advisement Center
 - Bookstore
 - Business & Social Science
 - Cafe
 - Cashiering Services
 - CAT (Creation and Technology) Lab/Computer Lab
 - Deans' Offices
 - English, Arts & Humanities
 - Enrollment Services Center
 - Facilities Operations
 - Honors College
 - ID Card (PantherCard) Services and Parking Permits
 - Instructional Innovation and Technology
 - Math & Computer Science
 - Military Outreach Center
 - Move On When Ready (Dual Enrollment)
 - Police Department
 - Science
 - Science Labs
 - Student Financial Services
- 2N**
 - Admissions - Undergraduate
 - Auditorium
 - Disability Services
 - Learning & Tutoring Center
 - Library
 - Military Resource Booth
 - Personal Counseling Services
 - Student Government Association
 - Student Life
 - Testing Center
 - TRIO - Upward Bound
- 3N**
 - Fitness Center
 - Recreational Services
- D**
 - Baseball Field
- E**
 - Softball Field

8. Demolition of Buildings, 225 Holmes Street, Barnesville, Gordon State College

Recommended: That the Board declare improvements located at 225 Holmes Street (the “Property”) on the Gordon State College (“GSC”) campus in Barnesville to be longer advantageously useful to GSC or other units of the University System of Georgia and authorize demolition and removal of the improvements.

Recommended further: That the Board request the Governor issue an Executive Order authorizing the demolition and removal of the improvements from GSC campus.

Recommended further: That demolition and removal of the improvements be subject to adequate mitigation of all adverse environmental impacts.

Understandings: Situated on the northern edge of campus, the Property was acquired by GSC in December 2016. The primary structure on the site is GSC Building #0052, which is a single-story residential building built in 1933 that contains approximately 1,289 square feet of living area. A carport and shed structure totaling approximately 457 square feet is also located on the site. The improvements are considered to be in poor condition.

As required by the Georgia Environmental Policy Act and appropriate State Stewardship review, the Georgia Historic Preservation Division has reviewed this proposed project and GSC has completed the recommended mitigation.

A hazardous materials survey and assessment has been conducted and has identified recommendations for the proper management and disposal of asbestos-containing materials, lead based paint, and other hazardous materials during demolition to ensure compliance with environmental regulations.

The proposed demolition is consistent with GSC’s master plan. GSC plans to utilize the Property for future parking lot expansion.

225 Homes Street, Barnesville



9. Naming Modification to Harry S. Downs Center, Clayton State University

Recommended: That the Board approve a naming modification for the “Harry S. Downs Center for Continuing Education” at Clayton State University (“CLSU”) to the “Harry S. Downs Center” to reflect the variety of programming housed in the facility.

Understandings: President Thomas Hynes confirms that this naming conforms to the CLSU naming guidelines and with the Board of Regents naming policy.

Opened in 1990, the Harry S. Downs Center for Continuing Education (the “Center”) contains two levels of classrooms and meeting rooms, an atrium, and an outside patio. In February 1997, the Board of Regents approved the current name, which honors Dr. Harry S. Downs. The founding president of Clayton Junior College, Dr. Downs served for twenty-five years and led the institution through its transition to Clayton State College in 1986. He also served as Acting Chancellor of the University System of Georgia from January to June of 1994.

In addition to continuing education, the Center now serves as home for the College of Health and its nursing program. In September 2017, a committee of representatives from across campus was asked to propose a new name for the facility that would better reflect its current use. After seeking input from faculty, staff, students, and other stakeholders, the committee recommended that the name be modified to the “Harry S. Downs Center” to continue to honor Dr. Downs’ legacy and recognize the multiple programs that utilize the Center.

Harry S. Downs Center



CLAYTON STATE UNIVERSITY CAMPUS

- | | |
|--|--|
| 1 ATHLETICS CENTER | 13 LABORATORY ANNEX BUILDING |
| 2 AMPHITHEATER | 14 LAKER HALL LABORATORY |
| 3 ARBOR HALL | 15 LAKEVIEW DISCOVERY & SCIENCE CENTER |
| 4 ARTS & SCIENCES | 16 LECTURE HALL |
| 5 CLAYTON HALL | 17 LIBRARY |
| 6 COLLEGE OF BUSINESS | 18 MAGNOLIA HALL |
| 7 CSU EAST WALKING PATH | 19 MUSIC EDUCATION |
| 8 EDGEWATER HALL | 20 SECURITY STATION & VISITOR INFORMATION CENTER |
| 9 FACILITIES MANAGEMENT | 21 SPIVEY HALL |
| 10 FACULTY HALL | 22 STUDENT ACTIVITIES CENTER |
| 11 HARRY S. DOWNS CENTER FOR CONTINUING EDUCATION & COLLEGE OF HEALTH | 23 WOODLANDS HALL |
| 12 JAMES M. BAKER UNIVERSITY CENTER | 24 100-5000 LAKER VILLAGE |

10. Naming of Samprone Trail, Georgia College and State University

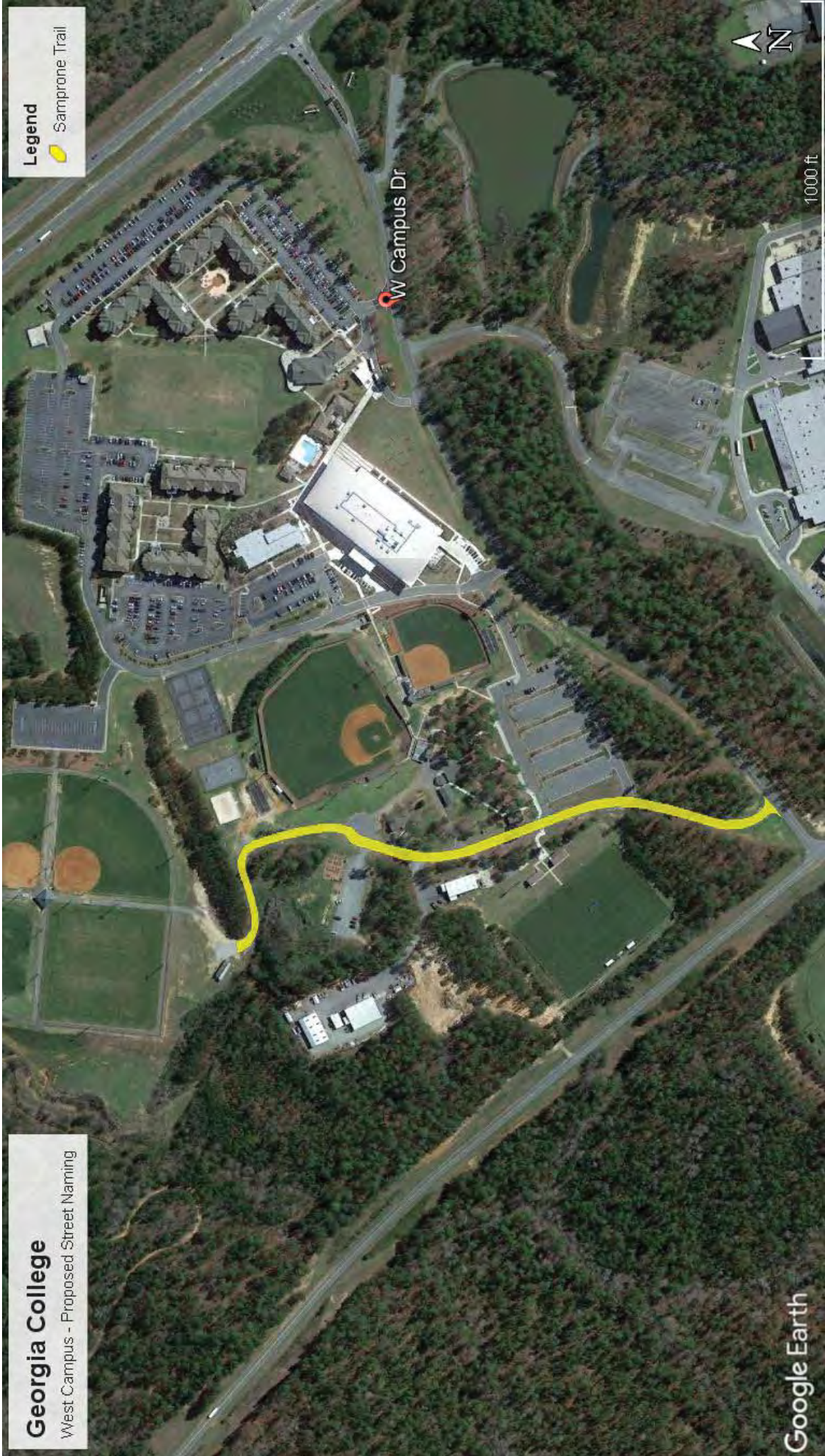
Recommended: That the Board approve the naming of Samprone Trail on the Milledgeville campus of Georgia College and State University (“GCSU”) in recognition of the generosity and service of Dr. Joseph Samprone and his wife, Patricia.

Understandings: Currently unnamed, the private road that would be named in honor of the Samprones provides access to John Kurtz Field from West Campus Drive. President Steve M. Dorman confirms that this naming conforms to the GCSU naming guidelines and with the Board of Regents naming policy.

For more than three decades, the Samprones have generously given their time and talent to benefit GCSU and its students. Dr. Samprone taught Economics at Georgia College from 1983 to 2003 and served as head coach of the Bobcats’ cross-country team from 2000 to 2015. Mrs. Samprone is a Georgia College alumnus, having earned her Masters of Business Administration from the school in 1988. Currently, they are serving as co-chairs for GCSU’s comprehensive campaign.

Desiring to recruit and retain the best Georgia College students possible, the Samprones have established five scholarship endowments, including a Presidential scholarship. They have committed to leave their entire estates to provide continued support for their Presidential scholarship. Since these estate gifts won’t become available until a later date, Joe and Patti will fund four Presidential scholars on an annual basis. This commitment will provide more immediate benefits to scholarship recipients, including opportunities to study abroad.

Naming of Street, Dr. Joe and Mrs. Patricia Samprone



11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6

Recommended: That the Board approve revisions to subsections 9.2, 9.4, 9.5, and 9.6 under Section 9.0: Facilities, effective as of April 17, 2018.

Understandings: These revisions are the result of the ongoing Board of Regents' Policy Manual Review, and were presented to the Board as information at its February meeting. They are intended to improve the organization of the Manual, simplify and provide for consistency in Policy language, and increase the overall efficiency of the Policy Manual.

The following pages contain the current policy language, edited policy language, and proposed new policy language for each affected subsection.

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)**CURRENT POLICY LANGUAGE:****9.2 Strategic Capital Planning****9.2.1 System-wide Multi-Year Planning and Funding Model**

[Reserved]

9.2.2 Campus Master Planning

A master plan for capital development of each institution shall be maintained on a current basis in the office of the Board and at the institution. Development and maintenance of such plans shall involve continuous study by the office of the USG chief facilities officer under the supervision of the Chancellor and the respective institutions. The USG chief facilities officer shall periodically inform the Board of the scope and direction of campus master plans for capital development (BoR Minutes, May 1995).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from other portions of Section 9.2.2 and from Section 9.4.2.

9.2 Strategic Capital Planning**~~9.2.1 System-wide Multi-Year Planning and Funding Model~~**

~~[Reserved]~~

9.2.2¹ Campus Master Planning

~~A master plan for capital development of each institution shall be maintained on a current basis in the office of the Board and at the institution. Development and maintenance of such plans shall involve continuous study by the office of the~~ **Each** ~~University System of Georgia (USG) chief facilities officer under the supervision of the Chancellor and the respective institutions~~ **shall develop and maintain a master plan for campus development in consultation with the USG chief**

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)

facilities officer. Institution presidents shall ensure that a current copy of the institution's master plan is on file at the System Office. The USG chief facilities officer shall periodically inform the Board of *institution planning efforts*, including the scope and direction of campus master planning for capital development (BoR Minutes, May 1995).

9.2.2 Master Planning Services

Master planning for campus development combines short- and long-range focus; integrates multiple facilities, systems, and functions; and is typically comprehensive in scope. Institutions shall utilize qualified professionals for master planning related activities. In most cases, effective master planning requires the assistance of consultants. Institutions procuring consulting services for master planning related activities shall obtain prior approval from the USG chief facilities officer.

9.2.3 System Capital Plan

The Board of Regents shall periodically adopt a multi-year capital plan *upon the recommendation of the Chancellor* with the goal of meeting comprehensive system needs within the context of funding availability. Project evaluation is informed by system and institution strategic plans, facility condition and space utilization data, institution master plans, and other factors. The capital plan provides a foundation for the System's annual State capital budget request.

The USG chief facilities officer shall make periodic requests to institutions to provide new and updated capital plan proposals and related information.

PROPOSED NEW POLICY LANGUAGE:**9.2 Strategic Capital Planning****9.2.1 Campus Master Planning**

Each University System of Georgia (USG) institution shall develop and maintain a master plan for campus development in consultation with the USG chief facilities officer. Institution presidents shall ensure that a current copy of the institution's master plan is on file at the System Office. The USG chief facilities officer shall periodically inform the Board of institution planning efforts, including campus master planning.

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)**9.2.2 Master Planning Services**

Master planning for campus development combines short- and long-range focus; integrates multiple facilities, systems, and functions; and is typically comprehensive in scope. Institutions shall utilize qualified professionals for master planning related activities. In most cases, effective master planning requires the assistance of consultants. Institutions procuring consulting services for master planning related activities shall obtain prior approval from the USG chief facilities officer.

9.2.3 System Capital Plan

The Board of Regents shall periodically adopt a multi-year capital plan upon the recommendation of the Chancellor with the goal of meeting comprehensive system needs within the context of funding availability. Project evaluation is informed by system and institution strategic plans, facility condition and space utilization data, institution master plans, and other factors. The capital plan provides a foundation for the System's annual State capital budget request.

The USG chief facilities officer shall make periodic requests to institutions to provide new and updated capital plan proposals and related information.

CURRENT POLICY LANGUAGE:**9.4 Project Authorization**

EDITED POLICY LANGUAGE:**9.4 Capital Project Authorization, Procurement, and Contracting**

PROPOSED NEW POLICY LANGUAGE:**9.4 Capital Project Authorization, Procurement, and Contracting**

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)**CURRENT POLICY LANGUAGE:****9.4.2 Annual Plan for Capital Implementation**

The Board of Regents shall establish on an annual basis the projects to be included in the USG building program upon the recommendation of the Chancellor who shall take into consideration the funds available and the requests of the presidents of the institutions (BoR Minutes, August 2007).

9.5.1 Project Delivery

The Board of Regents shall use appropriate construction delivery methods in accord with current industry practices and under procedures and guidelines developed by the USG chief facilities officer (BoR Minutes, August, 2007).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section.

~~9.4.2 Annual Plan for Capital Implementation~~

~~The Board of Regents shall establish on an annual basis the projects to be included in the USG building program upon the recommendation of the Chancellor who shall take into consideration the funds available and the requests of the presidents of the institutions (BoR Minutes, August 2007).~~

9.5.1 Project Delivery **Methods**

The Board of Regents shall use appropriate construction delivery methods in accordance with the State Construction Manual and current industry practices. *The USG chief facilities officer is responsible for developing related* ~~and under procedures and guidelines developed by the USG chief facilities officer (BoR Minutes, August, 2007).~~

9.5.1 Reserved

[Reserved]

PROPOSED NEW POLICY LANGUAGE:**9.4.2 Project Delivery Methods**

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)

The Board of Regents shall use appropriate construction delivery methods in accordance with the State Construction Manual and current industry practices. The USG chief facilities officer is responsible for developing related procedures and guidelines.

9.5.1 Reserved

[Reserved]

CURRENT POLICY LANGUAGE:**9.5.2 Professional Services**

When any USG institution requires professional advice in laying out long-range plans for campus and plant development, the USG chief facilities officer may authorize the employment of a competent professional to gather necessary information and render needed services. The USG chief facilities officer shall inform the Board periodically of the progress of institution planning efforts (BoR Minutes, May 1995).

Facilities-related consultants, including but not limited to architects, engineers, landscape architects, interior designers, program managers, and facilities planners, shall be procured in accordance with Board of Regents procedures (BoR Minutes, September 1997).

EDITED POLICY LANGUAGE:**9.5.2 9.4.4 Professional Services Procurement**

~~When any USG institution requires professional advice in laying out long-range plans for campus and plant development, the USG chief facilities officer may authorize the employment of a competent professional to gather necessary information and render needed services. The USG chief facilities officer shall inform the Board periodically of the progress of institution planning efforts (BoR Minutes, May 1995).~~

Professional consulting services related to new construction, renovation and infrastructure projects, Facilities-related consultants, including but not limited to architects, engineers, landscape architects, interior designers, program managers, and facilities planners, shall be procured in accordance with the Building Project Procedures Manual. ~~Board of Regents procedures (BoR Minutes, September 1997).~~

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)

PROPOSED NEW POLICY LANGUAGE:

9.4.4 Professional Services Procurement

Professional consulting services related to new construction, renovation and infrastructure projects, including but not limited to architects, engineers, landscape architects, interior designers, program managers, and facilities planners, shall be procured in accordance with the Building Project Procedures Manual.

CURRENT POLICY LANGUAGE:

9.5.3 Construction Services

[Reserved]

EDITED POLICY LANGUAGE:

~~9.5.3~~ 9.4.5 Construction Services Procurement

[-Reserved-]

PROPOSED NEW POLICY LANGUAGE:

9.4.5 Construction Services Procurement

[Reserved]

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)**CURRENT POLICY LANGUAGE:****9.5.4 Furniture, Fixtures, and Equipment**

In connection with the development of a new facility at a USG institution, the cost of the purchase of essential furniture required to place the facility in operation shall be included in the total project budget of the facility. Such furniture shall be that required in addition to existing furniture that is suitable for moving into the new facility.

The purchase of instructional, administrative, operational, or maintenance equipment for use in a new facility shall be the responsibility of the institution. The Chancellor and his/her staff will cooperate with and assist the institution in securing whatever assistance in the purchase of equipment that may be available through special or restricted funds included in the total funds of the project other than bond funds (BoR Minutes, 1950-51, p. 199; 1950, p. 415; 1951-52, p. 10; 1952-53, pp. 4-5).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section.

9.5.4 9.4.6 Furniture, Fixtures, and Equipment

In connection with the development of a new **or renovated** facility at a USG institution, the cost of the purchase of **new** essential furniture, **fixtures, or equipment** required to place the facility in operation shall be included in the total project budget of the facility. ~~Such furniture shall be that required in addition to existing furniture that is suitable for moving into the new facility.~~

The purchase of instructional, administrative, operational, or maintenance equipment for use in a new facility shall be the responsibility of the **USG** institution. The Chancellor and his/ **or** her staff will ~~cooperate with and assist~~ **support** the institution in securing ~~whatever assistance in the purchase of equipment~~ **aid** that may be available through special or restricted funds included in the total funds of the project other than bond funds **to assist in the purchase of such equipment** ~~(BoR Minutes, 1950-51, p. 199; 1950, p. 415; 1951-52, p. 10; 1952-53, pp. 4-5).~~ **Purchasing regulations for the procurement of furniture, fixtures, and equipment will be published in the Business Procedures Manual.**

9.5.4 Reserved

[Reserved]

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)

PROPOSED NEW POLICY LANGUAGE:**9.4.6 Furniture, Fixtures, and Equipment**

In connection with the development of a new or renovated facility at a USG institution, the cost of the purchase of new essential furniture, fixtures, or equipment required to place the facility in operation shall be included in the total project budget of the facility.

The purchase of instructional, administrative, operational, or maintenance equipment for use in a new facility shall be the responsibility of the USG institution. The Chancellor and his or her staff will support the institution in securing aid that may be available through special or restricted funds included in the total funds of the project other than bond funds to assist in the purchase of such equipment. Purchasing regulations for the procurement of furniture, fixtures, and equipment will be published in the Business Procedures Manual.

9.5.4 Reserved

[Reserved]

CURRENT POLICY LANGUAGE:**9.6.2 Required Reporting**

The USG chief facilities officer shall inform the Board periodically on the volume, scope, and progress of capital projects. An annual report on Board of Regents facilities design and construction-related contracting, including information on levels of authority delegated to institutions, and qualifications-based selections, shall be provided to the Board at the first Board meeting following the end of the calendar year (BoR Minutes, August, 2007).

EDITED POLICY LANGUAGE:

*NOTE: Highlighted language in italics moved from elsewhere in policy section.

9.6.2 9.4.7 Required Reporting

The USG chief facilities officer shall ~~inform the Board periodically on the volume, scope, and progress of capital projects. An annual report on~~ **to the** Board of Regents **annually about** facilities

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)

design and construction-related contracting, ~~including information on levels of authority delegated to institutions, and~~ using qualifications-based selections, ~~shall be provided to the Board at the first Board meeting following the end of the calendar year (BoR Minutes, August, 2007).~~

9.6.2 Reserved

[Reserved]

PROPOSED NEW POLICY LANGUAGE:

9.4.7 Required Reporting

The USG chief facilities officer shall report to the Board of Regents annually about design and construction-related contracting using qualifications-based selections.

9.6.2 Reserved

[Reserved]

CURRENT POLICY LANGUAGE:

9.6.3 Debarment

A design professional, consultant, or contractor may be debarred from performing any work, in any capacity, for the Board of Regents for a period of time up to five (5) years from the date of determination. This sanction may be imposed by the Chancellor as the final agency decision based on the recommendation by a hearing panel comprised of the USG chief facilities officer or his/her designee and two (2) other members appointed by the USG chief facilities officer.

Cause for debarment will include:

1. Commission of a criminal act in obtaining or attempting to obtain a contract or in the performance of a contract;
2. Any act indicating a lack of business integrity or business honesty;
3. Violation of state or Federal antitrust statutes;
4. Deliberate failure without good cause to perform under the terms of a contract with the Board of Regents;
5. Unsatisfactory performance under the terms of a contract with the Board of Regents;

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)

6. Any violation of the conflict of interest statutes of the State of Georgia; or,
7. Any other cause so serious and compelling as to affect the responsibility of the design professional, consultant, or contractor.

(BoR Minutes, October, 2000).

EDITED POLICY LANGUAGE:**9.6.3 9.4.8 Debarment**

A design professional, consultant, or contractor may be debarred from performing any work, in any capacity, for the Board of Regents for a period of time up to five (5) years from the date of determination. This sanction may be imposed by the Chancellor as the final agency decision based on the recommendation by a hearing panel comprised of the USG chief facilities officer or his/ or her designee and two (2) other members appointed by the USG chief facilities officer. Procedures for debarment shall be published under guidelines and procedures issued by the USG chief facilities officer.

Cause for debarment will include:

1. ~~Commission of a criminal act in obtaining or attempting to obtain a contract or in the performance of a contract;~~
2. ~~Any act indicating a lack of business integrity or business honesty;~~
3. ~~Violation of state or Federal antitrust statutes;~~
4. ~~Deliberate failure without good cause to perform under the terms of a contract with the Board of Regents;~~
5. ~~Unsatisfactory performance under the terms of a contract with the Board of Regents;~~
6. ~~Any violation of the conflict of interest statutes of the State of Georgia; or,~~
7. ~~Any other cause so serious and compelling as to affect the responsibility of the design professional, consultant, or contractor.~~

(BoR Minutes, October, 2000)

PROPOSED NEW POLICY LANGUAGE:**9.4.8 Debarment**

A design professional, consultant, or contractor may be debarred from performing any work in any capacity for the Board of Regents for up to five years from the date of determination by the

11. Revisions to Policy Sections 9.2, 9.4, 9.5 and 9.6 (continued)

Chancellor based on the recommendation by a hearing panel comprised of the USG chief facilities officer or his or her designee and two other members appointed by the USG chief facilities officer. Procedures for debarment shall be published under guidelines and procedures issued by the USG chief facilities officer.

12. Authorization of Project No. BR-40-1801, Fine Arts Center Renovation, Augusta University

Recommended: That the Board approve Project No. BR-40-1801, “Fine Arts Center Renovation”, Augusta University (“AU”), with a total project budget of \$3,500,000 to be funded with institution funds.

Understanding: Constructed in 1967, the 20,195-square foot Fine Arts Center is primarily utilized by AU’s Music Department. The one-story building includes four distinct wings on three different levels connected by a common lobby. This renovation project would allow AU to meet accreditation requirements of the National Association of Schools of Music by creating a multifunctional space to accommodate 150 seats for performances and 60 seats for practices.

The project scope also includes the renovation of three classrooms, individual practice areas, piano studios, and instrument storage areas. ADA deficiencies would also be addressed by replacing interior steps between levels with accessible ramps.

The estimated construction cost for this project is \$2,511,000.

If authorized by the Board, the University System Office staff and AU will proceed with design and construction of the project in accordance with Board of Regents policy.

Fine Arts Center Renovation



AGENDA

COMMITTEE ON INTERNAL AUDIT, RISK, AND COMPLIANCE

April 17, 2018

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INFORMATION ITEMS

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AGENDA

COMMITTEE ON INTERNAL AUDIT, RISK, AND COMPLIANCE

April 17, 2018

1. Information Item: Ethics and Compliance Reporting Line Update

The University System of Georgia implemented an ethics and compliance reporting line in 2008 as part of our ethics and compliance program. All institutions of the University System plus the University System Office have an ethics line which allows users to anonymously report activities which may affect the operation of USG institutions. Reports may be made on-line or by telephone.

During this session, Vice Chancellor John Fuchko and Director of Ethics & Compliance Wesley Horne will provide an overview of the purpose of the ethics line, the number and types of cases received and processes that are followed to review and resolve cases.

2. **Information Item: Executive Session**

The Committee will meet in Executive Session to discuss personnel matters.